

Industrial Worker

FEBRUARY 1996

#1588, vol. 93 no. 2

\$1.00/50 p



EDUCATION

ORGANIZATION

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Unofficial Strikes by UK Dockers & Postal Workers

Since late September, all 506 dockers at the port of Liverpool have been locked out, and are now on unofficial strike.

The dispute was provoked by management in an attempt to break the union, shrink the workforce and introduce casual labor. Liverpool is the last British port to work with registered dockers.

It all began when four workers refused to work overtime for a reduced rate of pay. They were all sacked, and the manager even sacked a fifth docker who happened to be having a cup of tea with them! The rest of the workforce came out in solidarity.

As the men had not gone through the lengthy procedure of organizing a postal ballot, the strike is illegal. So their union (T&G) is not giving them official backing, since this would lead to their funds being sequestered. The strike can only be won, therefore, if the dockers get financial support from ordinary workers. Support groups have been set up throughout Britain.

At present there are about 40 scabs working the port, mainly outsiders brought in by a company called Drake International Ltd., who are well known as professional strike-breakers. Actions are being planned against their offices in Liverpool and other parts of Britain.

Postal Workers: Postal workers still have the ability (now very rare in Britain) to get what they want when it comes to an industrial confrontation. The simple reason for this is their willingness to resort to unofficial action regardless of the beatings of the bureaucrats who run their union (CWU). Posties in Scotland even walked out over a change to the date of our May Day holiday this year... and won! (Amazing, really, when you think that most British people can't even remember when May Day is meant to be in the first place.) Even more significantly, the government was forced to abandon plans to privatise the Post Office earlier this year.

Management's latest play is an attempt to abolish the second delivery, which would mean full-time jobs converted into part-time ones and greater flexibility (e.g., a 3 a.m. start-time and the use of casual and

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UPIU Hoists White Flag

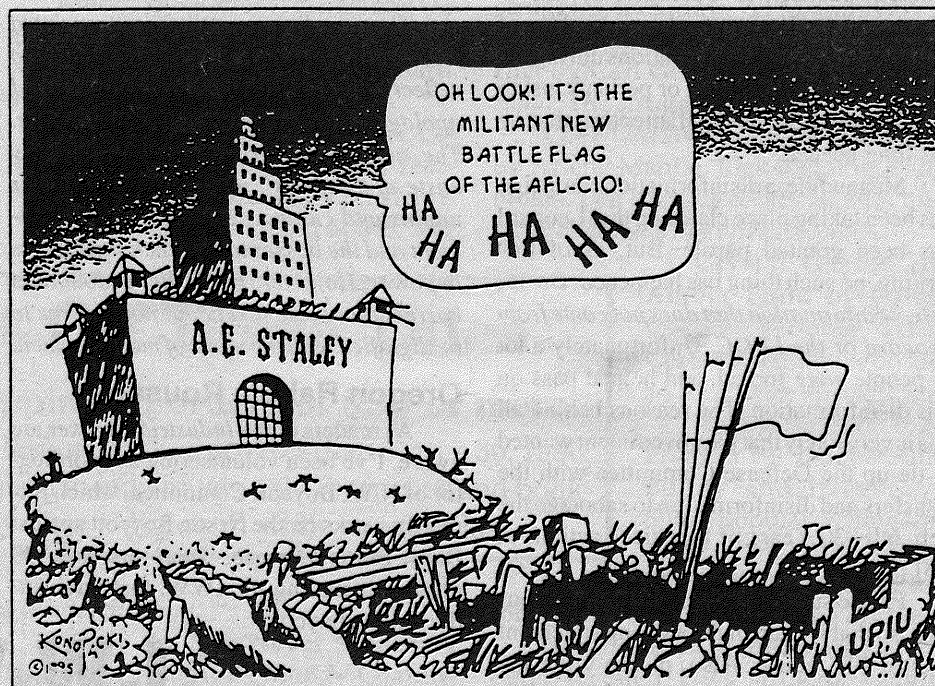
"All the UPIU (United Paperworkers International Union) needs to do now is bleach their flag white," said Mike Griffin, one of the 762 workers locked out by A.E. Staley 30 months ago. "UPIU can surrender about as good as any international I've ever seen. They're experts."

Griffin and other locked-out Staley workers are bitter over the UPIU's decision to take over bargaining and force a surrender pact to a vote even though it was nearly identical to a contract voted down by Staley workers last summer. Local 7837 officials unanimously voted to reject the agreement, but UPIU President Wayne Glenn overrode them. UPIU officials were officially neutral on the contract, but took to the local airwaves to describe it as "generous" and warn that if it was rejected there might be no future negotiations.

In the face of that implied threat, workers narrowly approved the contract 286 to 226. Outgoing local president Jim Watts has refused to sign the contract, instead supporting protests at UPIU headquarters against their role in defeating the struggle.

UPIU and the AFL-CIO, however, hailed the new contract as a victory.

"I'm proud of the fight that this local union has waged," said UPIU Vice President Glenn Goss, who took over negotiations from Local 7837 in the final months. "I will be proud to stand with this local and



these members as they rebuild a strong union on the shop floor of Staley."

Rebuilding "a strong union on the shop floor" may prove a formidable task, however. Newly elected UPIU 7837 president Jim Shinall, who supported the surrender agreement, has announced his intention to take a severance package from Staley later this month, at which point he will no longer be eligible to hold union office. Shinall will serve just long enough to sign the plan under

which he stands to collect tens of thousands of dollars in severance pay before retiring on a Staley pension and returning to the job as a (nonunion) truck driver he found during the lockout. Many of the activists who waged the heroic struggle against Staley will not be returning to the plant either – some (including Mike Griffin) are among seven workers forced to choose between taking severance pay or going through a rigged arbitration

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Interview with General Strike participant...

French Workers Find Renewal, Hope

More than 1.5 million workers marched across France Dec. 12, showing their opposition to government austerity plans. In the face of this growing movement, the Juppé government climbed down on many issues, agreeing not to change civil servants' retirement age, to negotiate the hated railway restructuring plans, and to hold a "social summit" with unions and business leaders.

However, union conflicts weakened workers' bargaining power. The CGT and FO each tried to prove more militant than the other in a desperate attempt to get in front of the movement. But France's biggest union, the Socialist-led CFDT which opposed the strikes from the outset, didn't want to discuss shorter hours or government economic policy. The CFDT position was backed by several smaller unions.

With the concessions, the union disunity, and the growing difficulty of getting by without pay checks, workers began drifting back to work shortly before Christmas. However, if the government resumes its attacks against the French working class the General Strike could quickly revive.

While most transport workers were back on the job by Dec. 21, others stayed out much longer. In the port city of Marseille, skeleton crews began operating occasional runs Jan. 1 under police guard. But striking transport workers there stayed out until Jan. 9, when they ratified an accord ending a two-tier pay scheme under which workers hired after 1993 were paid much less than those hired before.

"We Haven't Stopped ..."

Le Monde Liberaire (11th Jan 1996) met up with JP. Three weeks of strike action – along with hundreds of thousands of fel-

low workers – a head full of words, images and hopes. Here are the words of a striker...

JP – I've been working with the Parisian bus service for some 20 years. I'm a militant anarchist.

Are you a union member?

I'm with the CGT. I'm also a shop steward.

Can you tell us about the experience of this movement as lived by your colleagues? By yourself? How it affected relationships between people?

Let's take the specific example of my depot, which is at the Porte de Clignancourt. We had no sense of history here – there wasn't any. With this conflict we now have a sense of the past. For the people who work here that is important. There has been a corporate rupture; now there's a feeling of belonging to a particular class – whether we are talking about bus drivers, workers in the manufacturing industries, rail and postal workers and the teachers who came to visit us. We feel ourselves to be part of one world, one struggle.

This is a new feeling because up until

now we have had the feeling of belonging to a corporation within the transport service where a bus driver's only contact with a fellow worker was at the petrol station – and even then you felt separate. Again a bus driver was in a different world to an underground driver. Within the company everywhere there were fractions. And all these fractions broke down. This must have been the case in other workplaces.

In a previous edition of LML we've spoken about individuals re-identifying with the proletariat...

I think it is true for those of us who have lived the strike. A strange kind of strike. It was like a party, there was a sense of renewal.... Renewal because even if we can speak of past strike action during the last 15 years, when there were conflicts they were half-hearted. There was never really a desire to win. This time we had a real feeling of struggle, having a party – it wasn't a drag. Folk who were around at 3:00 am were tired but happy. Coming together was as important as the strike itself.

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In This Issue...

Canadian General Strike

Working 12 Hours A Day, 7 Days A Week at Acco USA

Yale TAs Face Lock-out

Who Needs Bosses?

Wobblies On-Line



\$1.00, \$1.25 Canada

Industrial Worker
103 West Michigan Avenue
Ypsilanti, MI 48197

ISSN 0019-8870

Second Class Postage

PAID

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and additional
mailing offices

Address correction requested

Peltier Update

Two days before Leonard Peltier went to his parole hearing another prisoner assaulted him. Even though Leonard did not retaliate he was placed in the hole. Then the day after the hearing he was transferred to a prisoner in Oklahoma City. There he was told that he would be sent to Atlanta, where he would be held in solitary. But instead he was transferred to the medical facility in Springfield, MO – whether in response to the large numbers of letters or to avoid demonstrations during the summer Olympic games, or perhaps just to give Leonard the medical attention that he has long needed.

Meanwhile, a disinformation campaign has been taking place claiming that Leonard has been granted parole. But, as of this writing, no such thing has happened. *Do not believe information that does not come from Leonard or the LPDC.* Unfortunately a lot of people were fooled, and helped pass on this disinformation. The reasons behind all this is very likely that the government wanted to tie up the Defense Committee with the transfers and disinformation to sabotage the Feb. 6th “20 Years of Injustice” actions at FBI offices.

Please support Feb. 6th actions in your area, so that we can make a strong statement against FBI abuse. Also, please write the U.S. Parole Commission (5550 Friendship Blvd. #420, Chevy Chase MD 20815) to urge clemency for Peltier. A civil disobedience campaign for justice for Leonard will begin in Washington, DC on March 20th (for info: Free Peltier Now, POB 76609, Washington DC 20013-6609).

The last issue was good, but be careful with articles like the one on the back page, “Medicine Men.” The term “witch-doctor”

Readers' Soapbox

is a European racist term against people of color – and who are the real “savages,” the capitalists or Native people? It was not Native people who created capitalism or nuclear bombs. And real medicine men are healers who do not get rich off their work...

Arthur J. Miller

NW Leonard Peltier Support Network
The “medicine men” piece, reprinted from a 1945 issue, was not intended to reflect on Native peoples in any way, and I apologize for inadvertently giving offense. The author was criticizing the then-new caste of “experts” who were taking over unions and cutting deals with the government and the bosses to entrench themselves in power. However, FW Miller is doubtless correct that these fakers did not deserve to be dignified with the name of medicine men.

Oregon Rabble Rousers

As readers of the *Industrial Worker* are aware, I've been volunteering as coordinator of N.W. Boycott Committee, which primarily works on the Nestle Boycott against Baby Bottle Disease. There are now 90 groups, including the IWW, that have endorsed the boycott.

Since the Nestle Boycott has not led off the nightly news on any regular basis with our three network-affiliated stations, we decided in 1995 that we would start our own alternative live one-hour community-wide public affairs cable program, The Agitators. Interestingly, our program was canceled this winter by Tualatin Valley Community Access before our scheduled program, “Organizing an IWW Chapter in Oregon,” was to air. I was also personally “banned” from the station. The programs which did make it on were on the Nestle Boycott, mass transit, political censorship & the myth of free speech, and proportional representation and third parties.

Our show on third parties included two members of the Oregon Socialist Party and a member of the Communist Party who is also elected to the Eugene, Oregon, City Council. Apparently the authorities at TVCA were concerned enough to air the Oregon National Guard show right before our program, and follow it with Jimmy Swaggert.

Our group was recently called “rabble rousers” on the nightly news of our local CBS/Westinghouse affiliate by the spokesperson for our local transit agency in Portland, Tri-Met. This was after we held two

news conferences on local transit issues which were covered (unlike the Nestle Boycott) by all four local TV stations, several radio stations and the statewide paper, the *Oregonian*.

Tri-Met requested a copy of our cable program, and my (former) boss at Reliance Insurance sat on my desk for 15 minutes to give me his critique of the transit show. I was a word processor; he makes about \$100,000 a year, drives a Cadillac, and knows I'm a Wobbly. Then he called me into his office and questioned my transportation arrangements, saying I could no longer buy Tri-Met monthly passes (which I've done for 20 years).

Reliance has an anti-union page in their personnel manual; owner Saul Steinberg tried to buy out Disney before it bought ABC. My boss said I was violating Reliance's “occurrence” policy which seeks to apparently have workers come to work even if sick. I ended up quitting when my boss kept coming down on me on transit issues and personal politics and hired a new administrator from out of state, passing over two of us in the Portland office who applied for the job. The new administrator told us that her dad was a fascist mayor under Franco in Spain, and that “Franco was a
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Industrial Worker

THE VOICE OF REVOLUTIONARY UNIONISM

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Printed by Teamsters union labor
Online Edition: <http://iww.org/~iww/>

ISSN 0019-8870 Official monthly
publication of the Industrial
Workers of the World. Second
Class Postage Paid Ypsilanti MI &
other mailing offices.

Postmaster: send address
changes to: Industrial Worker, 103
West Michigan, Ypsilanti MI 48197.

Individual Subscriptions \$15
Library Subs \$20/year
(Member sub included in dues)

Articles not so designated do not
represent the official position of the
IWW. No ads. Donations welcome.

Press Date: January 16, 1996

Job Branch= 5 or more members in workplace
GMB=General Membership Branch
IU=Industrial Union Del=Delegate
GOC= Organizing Committee.

IU 120: Forest Workers
IU 330: Building Construction Workers
IU 450: Print & Publishing House Workers
IU 460: Food Processing Workers
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IU 620: Education Workers
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IU 640: Restaurant, Hotel & Building
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941-9945 Meets 1st Thurs 7 pm; phone for
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IP4 2DU

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Wicklow. Del: Bob Cullen.

Wobblies Busted Protesting Union-Busting

Three Wobblies, including GST Fred Chase and a GEB member, were among 11 arrested in December for "disturbing a public gathering" at the University of Michigan's winter commencement. Neil Shine, publisher of the Scab *Detroit Free Press* was being presented with an honorary degree. When Shine was being introduced, the protestors unfurled and chained a banner to a railing reading "U of M honors Scab." They then proceeded to sing Solidarity Forever until the arrests began. Both Shine and University President James Duderstadt were visibly shaken. Others among the 4,500 in the audience blew whistles to disrupt Shine's speech and shouts of "Scab!" continued during his comments.

The arrested demonstrators were released at the end of the ceremonies. Those not connected with the University were read the trespass act and informed that if they ever returned to the U. of M they were subject to arrest. University students and employees among the arrested, including several teaching assistants, members of the Graduate Employee Organization, were informed they are subject to internal judicial proceedings as well as the misdemeanor disruption charge.

Canada Wobs Back General Strike

Ottawa IWW members met Jan.3 with organizers of the Campaign For a General Strike to discuss the London, Ontario strike of Dec.11 (led by CAW & other trade unions) and future plans.

Post Office management tightened security around its slaves in Ottawa at the time of the Dec.11 strike. Postal workers knew that if they called in sick to go to London, they would have been followed and disciplined. Taxi drivers from Ottawa were well represented at the London event, and there was at least one Wobbly present.

Ongoing is a plan by some trade unions to shut down other cities in the province for one day. The next city has not yet been decided. Some of the unions' leaderships are supportive, while others sing that old refrain: "wait and vote in 4 years."

But many union members are ready to ignore the reluctant leaders. Some union members broke discipline to take part in the Dec.11 strike. And some workers are starting to demand changes in union leadership.

Also ongoing is grassroots agitation of the Campaign For a General Strike. Showing up at demonstrations, and meeting with

Around Our Union

groups of union members, they distribute signs, buttons and leaflets, and recruit more supporters. So we allowed ourselves to be recruited, and will help with some information distribution.

Ontario Public Service Employees Union is gearing up for a probable strike around Feb.20. The government plans legislation to scrap existing contracts when public services are privatized.

— CLM/Ottawa

Jupiter Drive

The Jupiter cafe & bar organizing campaign suffered a major setback Dec. 14 when workers voted 21 to 6 against the union, just a few weeks after 34 workers signed union authorization cards. The result took East Bay (California) Wobblies by surprise, and managers are now rubbing the workers' faces in it.

The reasons workers are giving are just plain bizarre. One worker says he wants to give management another chance! This after they just had their pay cut. Unbelievable! The owner is planning to install a micro-brewery in the joint which will turn an estimated \$500,000 profit every year.

Chaplin's "General Strike" Now Online

Ralph Chaplin's classic pamphlet "The General Strike" is now available on the World Wide Web. Originally written in 1933 and republished by the IWW in 1985, it shows remarkable cohesion and clarity of the IWW's revolutionary vision even these decades later

The document is available in its entirety, divided into sections as per the original. To access the index for *The General Strike*, point your web browser at the following Universal Resource Locator (URL): <http://iww.org/strike/>

Also, a comrade sent to us here an electronic copy of a poem by IWW organizer Arturo Giovannitti, called "The Walker," which is a long dark poem about incarceration. It may be viewed by pointing your web browser at: <http://iww.org/walker>

PREAMBLE TO THE IWW CONSTITUTION

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of the working people and the few, who make up the employing class, have all the good things of life. **Between these two classes** a struggle must go on until the workers of the world organize as a class, take possession of the means of production, abolish the wage system, and live in harmony with the Earth.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever-growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interests of the working class upheld only by an organization formed in such a way that all members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system." **It is the historic mission of the working class to do away with capitalism.** The army of production must be organized, not only for everyday struggle with the capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

The January *Progressive*, in an article headed "Wobblies on the Web," says "one of the more colorful insurgent web sites is put out by the Industrial Workers of the World. The Wobblies, who began the Twentieth Century at the cutting edge of agitation with the folk songs of Joe Hill, are evidently as feisty as ever at the *fin de siecle*. Their site offers net surfers on-line access to The Little Red Songbook, pamphlets like How to Fire Your Boss... as well as a lively conference on organizing temp workers..." And, of course, you can find the *Industrial Worker* there as well.

Unions Win Victory in Gap Battle

A new agreement by the Gap clothing company to allow independent monitoring of its contractors has settled a fierce struggle over labor violations in El Salvador. "As one of the giants of the retail industry, the Gap's move will have a profound impact on the entire industry," Charles Kernighan, National Labor Committee executive director, said. "The message is clear: If you make it, you are responsible." The NLC coordinated protests on behalf of fired Salvadoran unionists throughout the U.S.

For months the Gap — one of the largest U.S. retail clothing companies — had denied any responsibility in the behaviour of Mandarin International, a Salvadoran contractor that assembled Gap clothing.

Mandarin, according to El Salvador's SETMI union, was guilty of several major labor violations, including firing young

Boeing Strike Ends

A 69-day strike against Boeing ended Dec. 13 when striking Machinists voted to accept a new offer. The new contract offers substantially better wages for most workers (though lower-paid janitors will get only 3% in the first year, while most workers get 10%), but phases in cutbacks in health coverage. And while the contract prohibits layoffs due to subcontracting and restricts subcontracting of certain jobs, it allows Boeing to subcontract out jobs and reduce its union workforce through attrition.

While far from what the Boeing workers deserve, however, the new deal is substantially better than the contract Boeing workers struck against. While members of other unions scabbed throughout the strike, the strikers were able to stop production — hitting Boeing in their pocket book, where it hurt. Once again, we see that direct industrial action gets the goods.

Here's a song I re-wrote, to the tune of Tom Paxton's "Bottle of Wine," to mock the fact that Boeing exec's pocketed millions in bonuses, while at the same time demanding their workers take cutbacks. Maybe this song belonged in Dick Ellington & Dave van Ronk's old, self-published *The Bosses' Songbook* *To stamp out the flames of discontent*:

Own every town here in Puget Sound,
squeeze out their nickles and dimes.
Business so rough, I ain't got enough
for an antique bottle of wine.

(Chorus) No bottle of wine from 1909!

Ordered New York steak but stayed sober.
Times are so hard, can't landscape my yard;
kept the Rolls but sold the Land Rover.

Machinists all smell, should all go to hell,
for wanting to share in my wealth.

They're so unfair;

they should pay their health care:

I don't run this firm for my health! (Chorus)

Well, if Boeing wins, be no union then,
Malcolm Forbes would headline my fame.
Back at the Club, I tell the wine steward,
"Bub, pour the house your finest champagne!" (Chorus)

— Mark Manning

women if they became pregnant. Mandarin workers accused the firm of low pay and brutal working conditions. In addition, the firm harassed any workers suspected of union organising, and fired roughly 100 union members, including seven SETMI leaders.

This summer, Mandarin's behaviour came to haunt its U.S. retailer. NLC, the Union of Needletrades, Industrial and Textile Employees (UNITE) and several religious groups mounted protests against the Gap in the United States and Canada.

"People are not interested in purchasing products made by 14- and 15-year-olds working 12- 14- even 21-hour shifts under slave-like conditions," Kernaghan noted.

Boston Wobblies joined a Dec. 16th protest at the Gap's Harvard Square outlet, distributing hundreds of leaflets denouncing the Gap's labor practices and serenading Christmas shoppers with anti-Gap songs. Many shoppers stopped to talk with Wobblies and other activists. Gap managers were so distressed by the protest that they began counter-leafletting with photocopies of a fax from corporate headquarters explaining that the chain was negotiating the issue.

A few days later the Gap agreed "to explore the viability of an independent industry monitoring program in El Salvador." Mandarin will rehire the fired union leaders and meet with the SETMI leaders. The Gap and NLC have agreed to use the Human Rights Ombudsman offices in El Salvador and throughout Central America to monitor factories' compliance with its labour guidelines. Human rights officials are to be given immediate access to Gap factories.

Following are two songs sung at the Dec. 16 action off a songsheet produced by the Boston Women's Action Coalition:

To tune of O Rest Ye Merry Gentlemen

O rest ye GAP executives
While young girls work so hard
To bring you 20 dollar shirts
for 60 cents an hour.
The profits go to CEOs,
The Workers left to starve.

O tidings of GAP sweatshops and lies,
dangerous lies.

O tidings of GAP sweatshops and lies.

At 14, 15, 16

They work 18-hour days.

With mandatory overtime

Not workers, they are slaves.

They're not allowed to go to school,

The GAP thinks that's OK. [refrain]

The GAP denies that there are any
Problems here at all.

They claim to have investigated

Thoroughly and long.

And when the women tell their story

Still the GAP ignores

[refrain, substitute The for O]

The women formed a union
Human rights they're fighting for.

The sweatshop beat and fired them

And hired hundreds more.

And now the GAP has closed the shop

And started to move on.

O tidings of GAP sweatshops and lies,
dangerous lies.

O tidings of GAP sweatshops and lies.

To the tune of Silver Bells

Children working, children sewing

For the GAP clothing store.

They are paid 56 cents an hour.

She is 14, she is 15,

She is 16 years old.

And she works 18 hours a day.

Work all day (work all day)

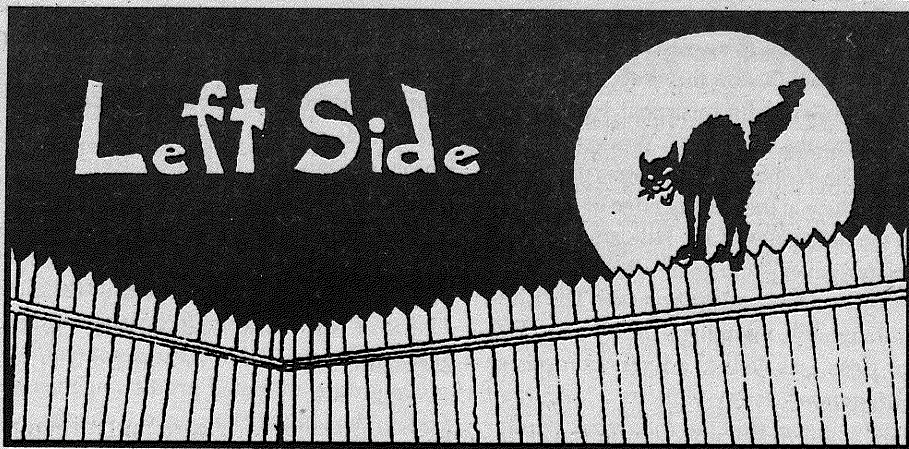
Work all night (work all night)

GAP kids are losing their childhood.

Hear their cries (head their cries)

Unionize (unionize)

GAP kids will soon have their say.



In last month's column, I quoted Big Bill Haywood's comment that if the workers had control over their own job sites, one could put the government in one's vest pocket. Your scribe recognizes that for many the concept of no government is inconceivable. By government it is understood to mean control of society from the top down. The classic argument is: how is it possible to efficiently operate such things as the vast transportation and communication networks without a tight control center?

But in today's modern society is there efficient operation of transportation and communications? Computers are not the answer, especially when those computers are programmed by only a few power-oriented individuals who may be prone to be at odds with each other. Take a look at the numerous missile crisis we have been subjected to in recent years and see if it doesn't give you pause that our well-being is being played around with by an infinitesimally small number of our species.

Rather than having weighty decisions as to production and distribution concentrated in a few people whose concern is more for their own class than for the general benefit of society as a whole, it would be better and far more efficient if the greater majority were making such decisions through consensus. Human beings are, after all, social creatures, despite the fact that those who are manipulating us do their best to program us to be anti-social. It is those social instincts that we have which enabled our species to evolve to a level beyond that of other species.

Face it, no matter what geographical area we may live in, the government is under the control of those who control the machinery of production and distribution. As much as we may talk about electoral representation, it is at the point of production that our human society is administered, the same as it is with other species. It would be an achievement of true representative democracy if the job sites were under the direct control of those who worked them. Such important matters as transportation, communication and distribution would be decided by human society as a whole rather than by a few whose main concern is their own profit margin.

The cynic will tell you that it sounds very utopian but how long would such a system endure, given the frailties of human nature. The workers in Spain, prior to the usurpation of Franco, and the workers in northern Italy, prior to the rise of Mussolini, managed their industries quite well. Needless to say, it was other governments that gave their support to Franco and Mussolini rather than to the workers of those areas, despite all the pious professions for the democratic process.

Your scribe can cite an example of workers' efficiency over that of the employer from his own experience. Years before when yours truly was still a legitimate wage-slave, he worked at a small chemical factory whose principal production was endless gallons of dishwashing liquid. Being on the bargaining committee, he and his fellow committeemen were often called to meet with the plant manager. Said plant manager would complain that the day after payday there would seem to be an epidemic as there would always be those workers who would call in sick. If there were not enough workers on the packaging line and replacements could not be gotten from other departments, the whole packaging line would go home with half a day's pay.

But one day about this time of year, Chicago had one of its crippling blizzards and transportation was at a standstill. Ordinarily the gang would have been happy to stay home and look at the snowdrifts from the comfort of their hearthsides. But this was shortly after Christmas and the guys did not want to see a day's hole in their paychecks and consequently the whole crew showed up despite the snowdrifts. On the other hand, the entire supervisory personnel from the plant manager on down to the line foreman did not get to the factory until late afternoon when there was less than an hour of work left. They all happened to live in the outlying suburbs. They were quite happy to see the plant running.

To tell the truth, the plant was running better than ever as the packaging line was running according to the speed that the workers themselves chose. And there were no bosses breathing down their necks. We had just reached changeover in the packaging line when the brass arrived.

The plant manager himself was walking around shaking each worker's hand, telling them that he was glad to see production proceeding as usual despite the fact that no supervisory personnel were there, adding that they showed real team spirit. Yours truly, being at liberty during change-over, walked a few paces behind Mr. plant manager telling the guys he had just pumped flesh with, "See, if enough of us don't show up, the plant don't run. But today not one of the brass was here and the plant ran better than ever! Think about it!"

The line foreman overheard and accosted me: "Don't be ridiculous, Red! How long do you think a factory like this could operate without any bosses?" My answer was, "A bit longer than without any workers. Look at the record, Al!"

Wage-slaves of the World unite!

You have nothing to lose but your hemorrhoids!

— C.C. Redcloud

The Practicalities of Workers' Control

It is not sufficient for us to glibly speak of Workers Control without taking into account what this entails, for if we do not get this right the society we hope to bring about might result in far greater deprivation and hunger than what already exists under Capitalism.

The workers' takeover of industry necessitates knowledge of the processes involved and a highly integrated communication system built up throughout industry and society if we are to fulfill the social needs of people and meet our obligations.

The modern industrial complex cannot just be criticized for its inadequacies if we ourselves are inadequately organized prior to its expropriation and unable to efficiently operate it. This does not mean resorting to any authoritarian hierarchical structure, but it does mean being sufficiently informed and coordinated so that those working in a plant of any kind can respond to the needs as they arise.

Although we may emancipate ourselves from human bosses, we can never free ourselves from human needs which have to be fulfilled, these are continuous as part of life's process. Food has to be grown, harvested, its distribution organized along with a million other things that make social life possible. Their fulfillment can be lightened with modern technology, improved methods, shorter hours, etc., but they still have to be met. A free Socialist society will involve work, but this can be both satisfying and enjoyable, not like the drudgery we have

today, because it would be under our own control.

To be able to achieve this there are certain things that workers need to know about their job and the jobs of their fellow workers — this necessitates that as they build their industrial unions within the workplace, they also acquire the knowledge for its appropriation and subsequent operation under workers control. A spin off from these studies is the fact that it will show the existing inadequacies and such facts as who are the directors? how much are they getting? any overseas involvement? connections with government agencies or politicians? etc...

Much of this information is available in the ordinary course of work if the workers involved keep an eye out for information about future redundancies, sackings, closures or intended mergers affecting their fellow workers, and share it with those who need to know. The bosses have no right to trade away people's futures without even letting them know. And other information is available in corporate reports, industrial journals and various official documents.

So what information do workers need to be able to take over a factory at some future date and run it as a productive unit under Workers' Control?

What is the product or products being produced in your workplace? Is this product socially necessary and useful? If not, can the plant be converted?

Is your workplace only part of a larger

Stabbed in the Back

When John Sweeney took the reins over at the AFL-CIO, he promised Staley workers that he would spearhead a campaign to help them win their struggle. But the business union bigwigs have more important things to do than organizing an effective fight against the bosses. And to the UPIU stepped in to ram a contract down the Staley workers' throats virtually identical to one they had already rejected.

Staley was able to hold out for so long because union scabs crossed the picket lines on a daily basis. Unionists drove the scabby product around the country. And unionists took Staley's scabby, sweeteners and put them into Pepsi and Coke (and into beer and such). Sweeney promised pressure on Pepsi to switch suppliers, but a genuine union movement would not have to resort to pleading for justice — it would simply refuse to handle scab goods.

Legal to Poison Workers?

Boeing recently told a Washington state workers' compensation hearing that it had a perfect right to poison workers as long as it was "reasonably calculated to advance an essential business purpose." *Our Toxic Times* reports that the court was not impressed, and 14 poisoned workers won the right to sue.

Boeing brought a toxic phenol-formaldehyde resin into its plant without ventilation or other protection despite warnings of health problems from preproduction testing. As workers became ill, Boeing removed labels from chemical containers, harassed workers who requested protective equipment, and manipulated test results.

That's Capitalism

The *New York Times* quotes an economic consultant saying "Businesses are much more confident than their workers are... They are investing to make the workers less secure."

Anti-Labor Law

29 officers of the Brotherhood of Maintenance of Way Employees were arrested Nov. 20 at the National Mediation Board as they protested the Clinton-appointed Board's refusal to set them free. Under federal law,

they can strike only after the Board declares negotiations at an impasse; they have been tied up in mediation for more than a year.

Editor's Notebook



An Honest Job

Now that he's been turned out of the presidential palace, Lech Walesa proposes to return to honest labor as an electrician in the Gdansk shipyard. Some of us look forward to the day when our own politicians can join Walesa as productive citizens. Unfortunately, few of them have real skills to fall back upon, and so they are likely to become public burdens — living off the welfare rolls or selling their services as lobbyists to corporations trying to make a quick million at the government trough...

Consider, for example, Republican presidential hopeful Pat Buchanan. In his autobiography, Buchanan longs for the "quiet, pleasant" days of segregation. As a boy he attacked Black maids as they traveled to their jobs in Washington's affluent suburbs. Delivering mail during Christmas break, Buchanan would tease dogs into a frenzy before feeding them Social Security checks. As a two-bit thug, Buchanan was regularly arrested, and was expelled from Georgetown University after sending two policemen to the hospital. Buchanan turned to his father's political connections to get the felony charges reduced to a misdemeanor, however, and he got off with a \$25 fine. (Buchanan's father saw fascist dictator Francisco Franco as one of his political heroes.) So Buchanan probably wouldn't starve to death if he was forced from politics, but do we really need another mugger wandering the streets?

— Jon Bekken



undertaking? If so, what other workplaces are involved, and how can you make contact with the workers there?

How many workers are involved in production?

Are all departments necessary? If not, which need to be reorganized?

What are the technical processes involved? Are special skills needed to carry on production? What information is required to enable production? Is there a training program in operation? If not, what is required to set it up?

Does the process require supplies or raw materials? Where do these come from?

What is the plant's productive capacity?

Can productivity be improved by the introduction of new technology?

Does the machinery need updating to meet safety standards?

Who makes or repairs the machinery?

Who uses the product? How is it distributed? What transport is needed?

Is there adequate intercommunication within the plant between all departments?

Is the plant fully integrated with other branches of the industry and other industries?

Are there any changes that need to be made to meet the social obligations (e.g., to prevent pollution)?

What social and community facilities are needed for the workers?

This job study is a vital part of our building the framework of a new society within the shell of the old — probably more important than the study of quarrels between Marx and Bakunin in the First International or some other historical event. While the events of the past may be a guide which enables us to understand the mistakes which were made, our priority must be to organize ourselves efficiently for the future.

Aberystwyth IWW

Readers' Soapbox

good dictator, the streets were clear, there was no crime," unlike now...

We still have our live call-in radio program and hope to do a program on the IWW with FW Fred Chase. We plan to attend the next IWW Assembly in Salt Lake, and hope to meet more Wobblies there.

Lew Church, X344203
POB 7725, Salem OR 97303

Prison Labor

Fellow Workers,

I'd like to criticize the state of Washington for their slave labor industry.

In the four prisons I've been in, the state pays on average \$50 a month for full-time work. For many this is barely surviving since they have legal obligations to the court, or need to send money to their family.

I wish inmates would take a stand and demand better pay, because if so the prison would come to a stop.

Christian Peña

No Government

People today are very concerned about the idea of "something for nothing." They say it isn't fair that some people loaf around all day while everybody else has to work for a living, so they elected Newt Gingrich and his posse to evict all the welfare moms and greedy orphans. But maybe that still ain't enough...

OK, I've got an idea we ought to all like!

Let's get rid of the government, then everyone should be happy! Nobody will get anything they don't deserve...

Let's see who likes it the best, the Right, or the left:

We all quit paying taxes so you conservatives don't have to take care of any underserving welfare mothers and orphans, no

more NEA grants for high-fallutin avant-garde wierdos like Robert Mapelthorpe, no more federally funded abortions, no more Public School to teach subversive ideas like evolution and the round-earth theory, hell, no more IRS! You boys should love it...

(And us leftists don't have to pay for the CIA and Stealth Bombers anymore, so we should like that too!)

But if there's no government we will also probably all quit paying rent on all the land the Super Rich conservatives allegedly "own" (they stole it from Indians, underservedly inherited, rustled it, Monopolised their way to it, claim they 'earned' it somehow... without the government to enforce conservative wishes their paper 'deeds' don't mean much...)

And you know what, your employees in the factories and mines and utilities might just quit shunting the proceeds of their work to you. They might claim, hey, we built the factory, we design this stuff, we produce it, what the hell are we paying you ninety percent of the 'profits' for? (You'll have to explain the reason for that again too.)

And you know what, small franchise businesses might quit giving you all the money they make too! Hell, Taco Bells and Burger Kings all over the country might turn back into mom & pop restaurants! The people who work there might start making all kinds of different stuff, and keeping the money for themselves, or even giving some to orphans if they know some!

Actually, it all sounds pretty good to me, but there's only one problem, who's going to take care of the rich? Without a government they won't be able to get shit by just sitting on your ass and whining...

Well, that's their problem! Hell, I'm ready... Let's have a united bipartisan call for anarchy! Wooo Hooo! Break out the Black Flags...

General "Strike"

It's interesting to compare struggles from different perspectives. Jim Roarick, a Fellow Worker from Decatur, one of the 226 Staley workers to vote a loud NO on the bad news contract, has been keeping me up to date on what's going on down there. He sent along a copy of the contract and the final issue of *War Zone*, the Staley workers' solidarity report. "This will be the last edition of the War Zone Report. We have made our case for Justice in the pages of this newsletter for the past two years. We can only hope that the painful lessons of the War on the workers here not be lost, and that the relentless attacks waged by our employers against us and our community become part of the rebirth of a militant labor movement in this country. We need more than a "new voice!" We need a "fist" clenched in solidarity and, like our French union sisters and brothers, strategically ready to come down on those out to destroy us!"

I'm going to miss seeing the *War Zone*. It was straightforward and militant, a

from the desk of...

breath of fresh air among the many publications received at IWW General Headquarters from AFL-CIO unions. Most look and sound more like corporate public relations journals than documents of fighting unions.

Headlines in the last "War Zone" read "Corporate Greed & Wimpy Labor Leaders Team Up to Defeat Staley Workers" and "Snatching Defeat from the Jaws of Victory at Staley."

The weekly *AFL-CIO News* (Jan. 8) says "Although the 46-month pact was not recommended by either the bargaining committee or the UPIU, members of Local 7837 in Decatur, Ill., voted 56 percent to 44 percent to accept it."

War Zone: "The UPIU International forced the vote on the company's proposal even though the Local 7837 Bargaining Committee and Executive Board voted overwhelmingly not to take the package back to the membership who already had rejected it twice...UPIU President Wayne Glenn...ordered the proposal...be presented as soon as possible to the Local membership for a vote...A week before the vote, Glenn's assistant, Gordon Brehm...blatantly undermined Local leaders by doing a hard-sell of the package to Local members on a Decatur radio show. He did everything but order the members to vote 'yes.'" Brehm said: "If we don't get it settled now on this basis, I think we'll be back to square one — and that's to start all over. And [then] whether or not any of our people ever go back to work is at question."

The *AFL-CIO News* talks of a resolution of support for Staley workers passed at convention. *Warzone* talks of promises made to fasting Staley Worker Dan "Lane by AFL-CIO officials that if he ended his fasting, the AFL-CIO would put its full power behind the Local's campaign to convince Pepsi to dump Staley, which the UPIU appeared to be sabotaging at every turn. According to sources inside the AFL-CIO... Glenn ordered the AFL-CIO to withhold its support. Glenn wanted to put the struggle to bed..."

More information on the contract is available elsewhere in this issue. It's pretty disgusting: unlimited subcontracting; only 350 of 760 jobs formerly held by strikers to be filled, to be reduced to 250 in 1997; returning workers to be trained by scabs for 120 days, and if you call a scab a scab, you can be fired; no concerted activity normally protected by law (sounds like a yellow dog contract to me); employees can be forced to work more than 16 hours a day, but aren't guaranteed a 40-hour week, no bargaining for retirees, and on and on.

The newly elected Local officers who helped the UPIU leadership ram this thing through are all planning to retire or take the buyout. The likelihood that the bargaining unit will survive is slim. A lot of people in the UPIU and AFL-CIO leadership should be hanging their heads in shame. Instead they're glossing it over to the tune of "it's the best we could do, it could have been worse."

A leaflet on the contract emphasizes that the problem is *not* with rank and file members, but with UPIU International leaders. I mentioned the name of a UPIU Local President from Ypsilanti, Ron Whittenberg, to Fellow Worker Roarick: (paraphrase) "I know that name. His local has adopted Staley families. They've sent us lots of money." Ron, who can be counted on in every labor struggle, also has leafletted Taco Bell, hosted Staley Road Warriors, faced tear gas from the cops in Decatur, and done everything he could to publicize the issue locally. The problem is not with the rank and file.

The *War Zone* closes with heartfelt thanks to individuals, groups, and locals who demonstrated solidarity with the strike. I close with heartfelt thanks to the 226 Staley workers who stayed the course, walking the line in all kinds of weather for 2 1/2 years for \$60/wk in strike benefits and who still had the heart to vote No on a sellout contract which UPIU leadership was implying was their last hope.

You've been an inspiration. We've lost a battle. The class war goes on. See you on the next picket line.

— Fred Chase
General Secretary-Treasurer

May Day Greetings

Greeting Ads for our November issue offer an opportunity to demonstrate your support of this paper and our message of revolutionary industrial unionism. Ads for the May issue must be received by April 3rd. No commercial advertising accepted.

Suggested donation levels: \$10 for a 1 1/2 inch ad (1 column), \$30 for 4 inches by 4 7/8" (2 columns), \$75 for a quarter page. We can set it up from your message, or you can send in your camera-ready copy.

We can also provide extra copies of the May Day issue at normal bundle rates.

Industrial Worker Sustaining Fund

(December 1995)

Dorice McDaniels, Lawndale CA	\$25
Bruce Valde, Oakland CA	25
Sara Kaplan, Mercer Island WA	5
Michael Lancaster, Kansas City MO	20
Douglas Meyer, Silver Spring MD	10
Robert Krzewinski, Ypsilanti MI	10

Utah Phillips Solidarity Fund

Boston GMB, Boston MA	\$67
Martin Lovinger, Olympia WA	25
Capitol District IWW, Altamont NY	50
Ruth Benn, Brooklyn NY	35
Ruth Sheridan, Anchorage AK	25

UPIU Surrenders at Staley...

procedure, others cannot live with the conditions in the surrender pact.

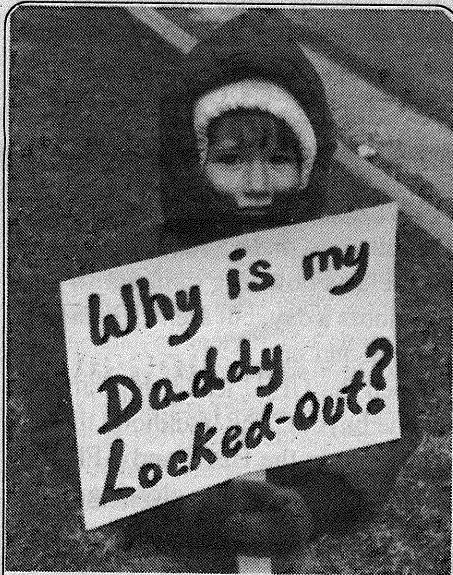
A Scabby Contract

Indeed, local officials rejected the contract because they could not conceive of working under it. UPIU officials supported it because they wouldn't have to, and because the new contract locks in union dues payments for four years.

Many of those who finally voted to accept the contract did so because they too would not have to work under it. While the new agreement attacks work rules, working conditions, grievance procedures, workers' rights, pay, safety, etc., it provides for payments ranging from \$8,000 to \$35,000, and dozens of workers are eligible for immediate retirement and pension benefits. Forty-four of the workers getting \$8,000 payments were permanently laid-off last August (and sent severance checks) after Staley's last surrender terms were rejected, and were apparently included in the new severance package solely to round up more votes for the deal.

Out of 762 union workers in the plant when the lock-out began, only 349 will get their jobs back – and their number will be cut to 250 in 1997 (1,300 workers worked in the plant when Tate & Lyle took it over in 1988). All other work will be subcontracted.

Under the terms of the new four-year contract, Staley can subcontract any job if, in their view, it would improve cost, quality, technology or operating efficiency. Staley can also hire unlimited numbers of "temporary" workers (for up to six months each per year) at substantially lower wages.



Three Years:

May 31, 1988 – Tate & Lyle buy A.E. Staley in leveraged buy-out
 September 30, 1992 – AIW 837 contract with Staley expires, workers reject Staley offer 687-29
 October 16, 1992 – Staley imposes contract unilaterally
 March 15, 1993 – Staley imposes mandatory 12-hour rotating shifts
 June 15, 1993 – Day shift conducts mass safety meeting, closing plant, after wave of firings of union activists
 June 26, 1993 – Four thousand workers attend solidarity rally in Decatur
 June 27, 1993 – 762 workers locked out
 September 20, 1993 – Allied Industrial Workers (including Staley workers) vote to merge with UPIU
 June 4, 1994 – Workers and supporters blockade Staley gates, 48 arrested
 June 25, 1994 – Decatur police pepper-gas Staley workers
 October 12, 1994 – Miller Beer announces will drop Staley as supplier
 April 11, 1995 – International Union of Foodworkers backs campaign against Pepsi, demanding they drop Staley
 June 25, 1995 – 4,000 join Decatur solidarity march
 June 30, 1995 – Workers reject revised Staley surrender offer
 December 18, 1995 – UPIU locks Staley workers out of International offices
 December 22, 1995 – UPIU forces through surrender pact

Workers are required to work rotating 12-hour shifts (3 days on, three days off, switching from "days" to "nights" every five rotations. The company can force workers to take their vacation days during regu-

"We need more than a 'new voice'! We need a 'fist' clenched in solidarity and, like our French union sisters and brothers, strategically ready to come down on those out to destroy us!"

larly scheduled shut-downs for maintenance purposes, and can force workers to work overtime after their shift ends and on scheduled rest days. Holiday work is mandatory. Some workers will find their pay cut by \$1.50 to \$3 an hour as a result of job reclassifications.

Workers will be forced to "train" for the jobs they have performed for years under scabs (who stay in the plant for four months), and will be required to pass company tests on their skills in order to keep their existing jobs or to get pay raises. Supervisors determine who passes these "skill blocks," which include an attitude component. All past practices are canceled, and all outstanding grievances and Unfair Labor Practice charges are dropped. The health and safety committee can not inspect safety violation sites.

And workers must submit completely to the company. "Any activity by employees, either individually or in groups, designed to interfere with the Plant's ability to function normally be tolerated... There shall be no work stoppages, strikes of any kind, boycotts, picketing, slow-downs, interference with production or other interference with the operation of the Decatur Plant." Workers are also prohibited from honoring other unions' picket lines or taking any other action in solidarity with them. If workers are charged with violating this section, Staley has unlimited disciplinary rights. "In the event of a grievance filed over the discipline or discharge of an employee... the only question before the arbitrator shall be whether the employee did in fact participate in such action." Similar provisions bar "any threats, intimidation... or verbal harassment of other employees" including scabs.

"There's no guarantee of anything," one worker says. Going back to work under this contract is just asking to be fired, he added: "If we had a decent contract I'd go back, but I'm not going to be nice to any damned scabs." Another worker told the *IW* that the only way to have a chance of surviving was to "keep shuffling your feet, don't look up... If the company tries to play it hard-nosed, I pity people who try to go back in under this contract." He is going back in in hopes that he can hold on to his job long enough to get his daughter through school.

Workers began returning to the plant January 22nd. At press time it was not clear how many workers would end up returning under the surrender terms. Preliminary reports indicate that fewer than 200 workers, although there is still time for others to change their minds.

The Staley executives who ran the lock-out have gotten promoted to Tate & Lyle headquarters in England. The workers who devoted their lives first to Staley and then to the struggle got the shaft.

White Flag Flying

"We got caught in between the company screwing us and our International screwing us," a Staley worker says, "just like the Hormel workers ten years ago." UPIU got tired of paying out \$60 a week in picket pay. A press statement from UPIU

headquarters says the union spent more than three million dollars on strike benefits and other strike-related expenses. However, Staley workers are not impressed, noting that in the merger the UPIU picked up nearly \$13 million in AIW assets, leaving the UPIU with a tidy profit.

The final issue of the Staley workers' News From *the War Zone* is headlined "Corporate Greed & Wimpily Labor Leaders Team Up to Defeat Staley Workers." "We need more than a 'new voice!,'" it says. "We need a 'fist' clenched in solidarity and, like our French union sisters and brothers, strategically ready to come down on those out to destroy us!"

A headline inside asks "Who was the enemy"? Staley workers appeals to the AFL-CIO support were consistently rebuffed. Staley workers welcomed the UPIU merger, trusting the bureaucrats' promises of strong support. "Some months later, their newly anointed protectors rushed to the battle front wearing and waving nothing but white flags." Although the UPIU had a regional office 50 yards from the Staley workers' union hall, the regional director came by only once in the three years; though he did find time to meet with a handful of scissorbills looking to cut a deal – any deal – with Staley.

When Staley workers visited the AFL-CIO's 1995 Executive Council meet, Dave Watts noted, "there were more limos circling the meeting area than at the Academy Awards." John Sweeney and his "New Directions" crew promised support, but when Staley workers appealed to the bureaucrats for aid it was nowhere to be found.

Even as the "international" was stabbing Staley workers in the back, union activists were demonstrating the solidarity that sustained the struggle for so long. December 19th, a Solidarity Holiday Caravan brought hundreds of toys and boxes of food to the workers. St. Louis had come in the week before with their own caravan, and on the 19th, three dozen supporters from Madison, Milwaukee, Chicago, Gary, South Bend, Terre Haute, and other towns brought Holiday cheer to Decatur. All together, over

Cat Fires 50 Workers for Talking Union

Caterpillar has dismissed or suspended more than 50 UAW workers under rules that prohibit materials such as buttons or t-shirts that refer to the labor dispute, and disciplined several others. In one local alone, nine workers have been fired on charges of violating Cat's restrictions on talking and thinking labor, including three grievance committeemen.

Cat rules prohibit any clothing, speech or action relating to labor issues not approved by the company, though workers are permitted to wear clothing of a "noncontroversial," "inoffensive" nature. Workers are forced to "train" for their old jobs under the scabs who broke their strike, and are prohibited from calling the scabs scabs or otherwise criticizing them. They cannot criticize the company and its scabby products even off the job. They cannot post flyers, stickers or newsletters anywhere in the plant on threat of immediate discharge.

Michael Legel, a Local 974 member suspended by CAT, is disgusted. "Thus far nobody seems too interested in stopping this corporate criminal from breaking nearly every article in the labor law book. Obviously the United States seems to have taken sides with the large corporation..."

Cat claims the right to determine which grievances can be filed. Workers are prohibited from chanting, singing or speaking "loudly" even during non-work hours anywhere in the plant (such as cafeterias or parking lots). Workers are required to train and assist scabs in any way necessary to



\$70,000 was donated, and both a semi-trailer of toys and one of food were filled.

"Betrayed and deserted," Mike Griffin says, UPIU 7837 fell victim to business unionism and the top-down bureaucracy that has eroded our movement for years." He promises to focus his efforts to rebuild the union movement from the bottom up, so that union workers never again have to march to battle worrying about being mowed down from behind.

Dying for Work

Staley "competitor" Archer Daniels Midland has been working closely with Staley throughout the dispute, helping it maintain production and fill contracts. ADM workers work under conditions similar to those now being imposed at Staley. In just one month (December 1995), three ADM Decatur workers died, while several more were injured. December 1st, a construction worker fell to his death. On Dec. 7 a temporary contract worker was steamed to death in the ADM plant. And Dec. 22nd, an ADM worker died while trying to rescue a worker overcome by toxic fumes.

upgrade their skills so that they can scab more effectively next time the company decides to lock them out. Workers are required to participate in "team" meetings and other corporate propaganda gatherings, and to display inappropriate demeanor (i.e., supportive to the company) during them.

"Employees shall not slow down production or engage in any efforts to restrict or impair production by so-called 'work to rule' tactics or otherwise... Caterpillar expects them to provide their full work effort and to utilize their full skills, knowledge, ingenuity, initiative and assumption of responsibility in the performance of the job." Of course, if they assume responsibility to show solidarity with their fellow workers – or even to suggest running production at a more reasonable speed in order to get the job done right – they will be fired.

How to succeed in business

Corporate bosses get rich by spreading misery. Some examples:

Eastman Kodak CEO: George Fisher. Jobs cut: 14,100 (1993-94). Pay before cuts: \$1,890,000, after cuts: \$3,901,000

Westinghouse Electric CEO: Michael H. Jordan. Jobs cut: 4,900 (1994-95). Pay before cuts: \$713,400, after cuts: \$1,357,000

Scott Paper CEO Downsizer: Albert J. Dunlap. Jobs cut: 10,500 (1994). Pay before cuts: \$618,000, after cuts: \$3,575,000

IBM CEO Downsizer: Louis Gerstner. Jobs cut: 36,000 (1994). Pay before cuts: \$2,800,000, after cuts: \$4,600,000



12 Hours A Day, 7 Days A Week

The State of Illinois has a law regulating the hours of work such that an employer may not work employees more than eight pay periods of seven consecutive days in a year. Acco U.S.A. workers had worked their seventh Sunday "voluntarily?" by mid March 1995, and worked their eighth Sunday in August 1995.

In early October, Acco management lobbied the Illinois Dept. of Labor for an extension of Sunday work. The state granted an extension of fifteen Sundays. Acco workers have worked nearly every Sunday since.

On Sept. 25th, management eliminated 24 jobs known as Kiefel Helpers. The Kiefels are large heat-seal machines with a two man crew of Operator and Helper. Since the job cuts, Kiefel Operators have been doing all the work previously done by the Helpers in addition to their work.

Management insists that new automation introduced as part of a re-engineering project has made the Operators' job easier

to do. However, the new automation doesn't perform any of the job tasks formerly done by the Helpers. In fact, the new automation differs from the old automation only in that the new automation is expected to work better than the old automation. This subject was discussed at length in the December issue of the *I.W.*

Since then management's re-engineering project has eliminated an additional 14 jobs, bringing the total job loss so far to 38, with more to come. Management insists that they haven't eliminated any jobs since the jobs in question were performed by temporary workers. In fact, management claims these jobs were never created in the first place, due to something they refer to as a "No Lay-Off Policy."

Since 1990 the number of machines on the shop floor has expanded by 65%, while the number of permanent hires expanded by only 30%. The difference was made up by temporary workers. In 1990 the ratio of workers to machines was 9 to 1. The current ratio is 6 to 1. By the completion of the re-engineering project the ratio of workers to machines will be 4 to 1 or less.

Management calls this a "No Lay-Off Policy" since no permanent hires have lost their jobs. I suppose that there is a brand of logic stamped on this argument; however, if job security has been preserved it has been at the expense of job integrity (perhaps an inartful term), as the jobs of Acco F.W.s become much more difficult to perform.

There is another expense here, namely that output has declined sharply. Cutting labor costs by half gives only a 4% savings in operating expense, while the decline in manufactured output is approaching 20%. Therefore, whatever is gained through increased productivity is more than canceled out by increases in unit labor cost. Perhaps management intends to reverse this decline in output by pursuing continuous speed-up.

Needless to say, the extension of Sunday work by the State of Illinois is a direct

consequence of the decline in output stemming from the job cuts. In Sept. 1995 management issued a "service alert" since the "fill-rate" had fallen from 96% to the current 89%. The "fill-rate" is the number of line items delivered compared to the number of line items ordered per week.

Undoubtedly, management pleaded that the extension for Sunday work was necessary to "service" its customers, thereby keeping their business.

Unfortunately, many Acco workers believe that Sunday work is a good thing. I like to think of this as the "Get it while you can" school of thought. Sunday work has always been "voluntary," and management rarely wants for "volunteers?" (The question marks refer to the pressure management brings to bear upon "refractory" F.W.s.)

The times are bad and are getting worse every day now. I shudder to think of what awaits us when Congress eliminates the eight-hour day and 40-hour week as expected.

— Mitch Neher, X341844

P.S.: On Nov. 24th, F.W. Larnell Willis died of a heart attack at the age of 56. Larnell had worked most of the additional Sundays granted by the state to Acco U.S.A.. The correlation between heart attacks and stress is firmly established. A work schedule of 84 hours per week, several weeks in a row, is obviously stressful. Therefore, we might assume Larnell's fatal heart attack to be stress related.

Larnell was affectionately known to Acco workers, including this reporter, as 'Keyman' since Larnell taught us everything we know. He will be sorely missed. It is understandable that people need to work for a living, but if we are worked to death then our understanding must be mistaken. Perhaps we can understand this more clearly by realizing our lives are subordinate to the profit motive.

Are we on the threshold of the 21st century, or the 19th?

Lessons from the Acco drive

There is a widely held management theory which asserts that all conflicts are the result of so-called personal problems on the part of the employee. Employees who wish to continue growing with the company must learn to subordinate their personal problems to the goals of the company. The needs of the corporate entity are held to be of a higher nature than the needs of the individual, as if the corporation is something apart from the labor and livelihood of its workers.

Management typically implements this theory through the practice of favoritism. However, there are only be a limited number of favors to go around; hence a considerable number of workers out of favor.

The I.W.'s Acco Workers Organizing Committee had exploited this Achilles' heel of business management theory in the first three months of 1995 with some success. A.W.O.C. organized two petition drives and a campaign to win a three-day weekend over the Easter holidays.

The first petition drive was in response to management's invitation to employees to celebrate the company's record-breaking performance in 1994. Unfortunately, this posh soiree at the fancy Radisson Suite Hotel conflicted with the work schedule of the 2nd shift employees and the sleeping schedule of 1st shift employees. The petition requested and won alternative celebrations for production workers of both shifts during company time.

The second petition drive and the campaign for the Easter holidays were discussed at length in the June *I.W.*

Following this modest success, A.W.O.C. embarked upon the more ambitious project of creating a support group for Acco workers. The purpose of the support group being to provide a forum for discussing the so-called personal problems resulting from management's practices.

Initial response was modest, but grew steadily as Acco F.W.s began to see the collective nature of their so-called personal problems. A network of Acco workers began to develop, armed with facts which were brought to bear in employer/employee meetings, both individual and collective. But when we decided to expand this telephone network, this fledgling organization ran afoul of its own success.

The support group took as its name "Acco-holics Anonymous," and adopted the motto: "We work for a living, we don't live for work." Business cards were printed inviting Acco F.W.s to contact the support group and were distributed on the shop floor by five members of "Acco-holics Anonymous." The cards were eagerly sought by workers. Distribution quickly went beyond

the control of the A.W.O.C. and the support group, resulting in premature exposure and confrontation with the management.

Ninety-three cards were distributed in the course of two weeks. Seven of these eventually reached management hands. Management questioned every single employee regarding the cards and attempted to confiscate all of them. The 86 stalwarts who denied possession of a card, or refused to relinquish it, were badly shaken by this crackdown. The fallout was the undermining of what little solidarity had been built over the course of the preceding months.

Furthermore, I received a verbal warning from management regarding my organizing activities. Management placed significant restrictions on my access to 1st shift workers while on company premises, even on my own time.

I received this warning on March 31st. On April 1st I became concerned about a potential fire hazard in my work area. I expressed my concerns to my team leader and my supervisor, both of whom shrugged their shoulders and dismissed my concerns out of hand. I remembered a fire which had occurred in 1984 involving a similar machine under similar circumstances. I reminded both my team leader and my supervisor of this previous fire and they repeated their dismissal of my concerns.

I then called the Wheeling Fire Dept. and expressed my concerns to them. The Fire Dept. responded immediately. They did not share my concern for the hazard I had identified, but they were concerned about several violations of the local fire code which they found in the course of their investigation.

Management has had nothing to say about this incident so far as I can tell. However, my action, following on the heels of the support group fiasco, had the effect of confirming the suspicions of some fellow workers that I was a troublemaker and a loose cannon, and triggered a backlash of sympathy for the boss.

Our efforts suffered a serious setback. Proposed petition drives were aborted due to restricted access to 1st shift F.W.s and the atmosphere of suspicion and distrust.

The most troubling of these failed petitions occurred during the hot summer months of 1995.

The City of Chicago had some well publicized problems with heat-related deaths that summer. Likewise, our Acco F.W.s were chafing under the stifling heat on the shop floor. Although none died, they suffered grievously from heat rash, prickly heat and exhaustion.

Management responded to an O.S.H.A.

complaint charging inadequate ventilation in a windowless building, among other charges, by extending breaks by five minutes and serving frozen fruit juice on days when the temperature exceeded 95 degrees. They also posted a copy of the response they sent to O.S.H.A., which stated that the building was adequately ventilated by 14 large overhead doors along the shipping/receiving dock. But the doors and the existing wall-mounted ventilation units did little to cool the 100+ degree temperatures in which we worked our 12-hour shifts.

The real problem here was a 30 percent expansion of machinery on the shop floor in 1994-95. Machinery designed to generate heat to weld vinyl. More machines meant more heat plus less airspace to dissipate that heat. Temperatures inside the plant reached as high as 112 degrees.

We suggested reducing the hours of work from twelve to eight on heat alert days. Management refused. Our Acco F.W.s called for a petition addressing this issue. I was eager to pursue this but no one else volunteered to assist me and my access to the 1st shift had been restricted. No one was willing to risk incurring the wrath of management, even though most supported the idea.

This article should bring the reader up to date on A.W.O.C. activities. Hopefully, these failures are instructive. The problem of premature exposure is a vexing one. Still greater is the problem of fear, both practical and imaginary. Building solidarity requires both patience and prudence. If I have failed, it is because of a deficit in those virtues. Yet, the pace of change (mucho rapido), and the direction of change (for the worse), cries out for immediate action. Alas!

— Mitch Neher, X341844

Union-Busting at America West

Phoenix-based America West airline has fired 500 airline mechanics and outsourced the jobs to a contractor in Washington state. The Teamsters union charges that the firings are part of plan to thwart an ongoing union organizing drive among mechanics. All heavy-maintenance jobs were outsourced, while light-maintenance will continue to be done in Phoenix. Union supporters were targeted for firings.

America West employees gave up several million dollars worth in wage and benefit concessions to the company in recent years to bring it back from bankruptcy. Prior to the bankruptcy, employees were forced to purchase non-voting stock in the company which then became worthless. Meanwhile company execs continued to pay themselves million-dollar salaries and bonuses. The company also received \$100 million dollars in state and local subsidies to keep it afloat and keep jobs in Arizona. Now reporting record profits, America West is screwing both its loyal employees and taxpayers.

Several hundred fired workers rallied outside the America West corporate headquarters in Tempe, Arizona and demanded their jobs back. They called for a boycott of America West.

The Teamsters vow to continue their campaign against America West with continued picketing at corporate offices, the Sky Harbour offices, and the Phoenix Suns basketball arena which is named the America West Arena.

Do Not Fly America West!

We Have A Struggle; It's Not Over Yet

Three weeks full of struggle, huge demonstrations and an incredible spirit of revolt which has pushed the last of the 'hard core' to refuse to go back to work: we have really spent a month of imagination with the railworkers which allows us to think that for a long time to come things aren't going to be like they were. The results are there for all to see: a freezing and renegotiation of the contract plan, an agreement to honor the old system of calculating conditions relating to retirement and termination of employment, salary negotiations for 1996, a freezing of the redundancy program, a freezing of restructuring and splitting up of the company and even the resignation of Bergougnoux (managing director of the SNCF) without anybody asking for it.

Yes, it is fair to say that we have achieved a famous victory. But it is also obvious that the bourgeoisie, with Juppé in the lead, has not lost a lot of ground and notably on the plans for the social security system we must be ready to prepare for more struggles. The

Interview with a General Striker...

What effect did it have on relations with the management?

In our depot – unlike others – the management didn't join the strike. So a big gulf has appeared and they know it. They have to tread real careful when they want to ask a favor now. We used to say that when in struggle we were as one, that we were strong... Whatever they say today means fuck-all and if they try to shit on us we are well able to return the compliment. Perhaps it won't last but right now they are having a bad time of it.

If relations evolved positively can the same be said for racist and sexist attitudes?

Well to be honest my working environment is pretty sexist and racist. It's a male atmosphere – there are few women drivers – traditionally a man's job. And when it comes to racism there's one union – quite influential, an independent group – which has links to the Front National and which gives legitimacy to that kind of talk. Having said that, the conflict allowed us to call on our brothers and sisters when there were problems of a racist or sexist nature. In the context of struggle and solidarity everyone was able to discuss, analyse, try to understand why it is stupid to look on a female, West Indian or North African worker as inferior. There's always a problem here but now we can discuss it.

The media are full of the idea of a 'proxy strike.' Were you aware of this? Did you feel that folk were pinning their hopes on you?

Absolutely. When we were on picket duty at the depot people told us not to give in. There were gestures of solidarity... people came in the morning with breakfast or money for the strike fund. This may seem a little anecdotal but during the strike it all helped to push us into seeing the movement through.

What were the highlights at your depot?

There were so many! Something every day. I still have memories of meeting up with postworkers, railworkers, the public and even a delegation from Germany. We had the impression of breaking out of our area of Paris even France itself. Then I remember the General Assembly when we got so carried away we were calling for a world-wide strike.

And after the Euphoria?

It's not over yet – just on hold! It could all start again tomorrow or next week. I really reckon it'll happen again before spring gets here.

Interview by Laurent (FAF), translated by Freedom

bourgeoisie are not on their knees they are getting ready to come back for more.

Have we won?

Within the General Assemblies since December 14th returning to work seemed a

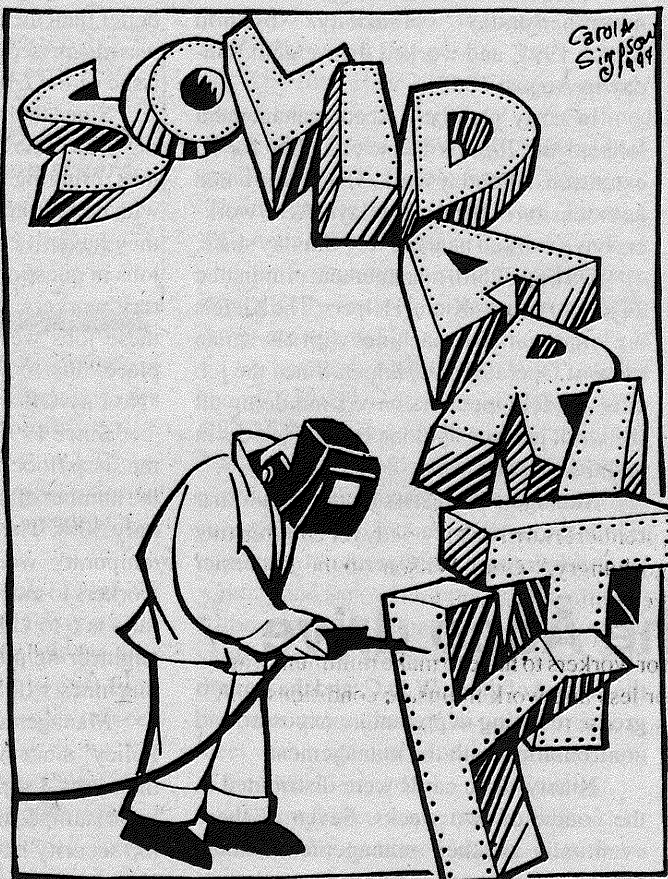
good idea: our wonderful comrades in the CFDT, these untiring 'class strugglers,' left it to the railway workers to decide how to pursue the action. As if we were waiting for them to tell us what to do! These 'comrades,' who were presented by the media as the good guys, decided that the government had given solemn undertakings to the French people in such a way that they wouldn't dare lie to the good people by going back on their promises. For the railway workers on the other hand the problem was clear: you don't stop a three-week strike without detailed written agreements and so the General Assemblies, with the exception of Strasbourg, decided to carry on with the strike. Then the letter from the Transport Minister arrived which accepted all the workers' demands with the exception of that relating to the 175 billion franc debt. On that note there was relief from the weaker ones who then gave a firm call to go back to work reckoning that they had 'won' a battle that others had fought. The outcome surprised nobody: a timid drift back to work, slowed down by the knowledge that they had got very little compared with what could have been obtained and with remorse at having to leave behind comrades met at other factories, strikers they had met at the demos and the students who had taken it on themselves to fill the coffers for the strike.

Thus the network was not back to normal until December 18th with the Midi (South of France), Rouen and a few others staying on strike for nearly a week longer and occupying at the same time. All in all this 'great victory' has left a bad taste in the mouths of the railworkers... but it isn't over yet, far from it. On Dec. 19th, wherever they were able to, the unions met with the regional managements of the SNCF who laid it down in black and white: no question of going back on the question of redundancies. The contract had been frozen until April 30th and then it would be executed. Given this situation a threat of further strike action for an unlimited period beginning on December 24th was put on the table. The following day SNCF managers went back on their redundancy and restructuring plans and accepted the status quo.

So what about the general strike?

People have spoken a lot about a private sector proxy strike (the private sector whilst not striking directly had a lot of sympathy for the strikers). If this is a real phenomenon it would be useful to put it in a real and relative context. In fact, we should note, that in many cases there has been no 'strike of the heart' because the workers voted with their feet. On November 28th they went out onto the street, and stayed there. In the Rhone-Alpes, it was Grenoble that gave the best example of this; most of the big companies – those with a 'modern' reputation in the area – were on the street with no intention of doing anything else (...)

And of course, there as elsewhere, this wasn't just a matter of chance but rather a determined expression of the workers, militant syndicalists or not, to make some sense of the revolt by other workers who are out-



"This is a job I can be extra proud of."

CNT: They want another future

France has just lived through the greatest social crisis seen in the last 30 years. For more than four weeks public transportation was completely paralyzed, universities were on strike, and a large part of public services too (education, energy, post, telecommunications...).

1) The theory of the Working Class's death failed. Workers are still able to fight against capitalism and the State.

2) Even if it's principally public sector workers who struck, a large majority of the working class support the strike. Finally, this fight pass beyond the simple concrete demands: people are not willing to be obedient to the financiers and accept never-ending sacrifices. They want another future.

CNT in the Fight

The presence of the CNT (French affiliate of the International Workers Association) is remarkable. It's the only union which claims the General Strike. Its main task has been to try to unify the different fronts (workers-students, public-private sectors) and to encourage the movement to claim self-management.

Students: CNT has delegates in the National Co-ordination (emanation of university General Assemblies). In some universities the CNT's influence is substantial (St. Denis, Nanterre, etc.).

Public Sector: At the post office, in education and in health (where CNT has union sections), its members were at the mobilization's forefront.

- Occupation of the Mail Centers in Lyon, Saint-Priest and Satolas
- Occupation of hospital La Salpetriere
- CNT activists among the train conductors (strike instigators), etc.

Private Sector: The mobilization wasn't so strong. However, in two enterprises where CNT is active there were sympathetic strikes: FNAC and Cite des Sciences de la Vilette.

For the first time, the CNT appeared in most of the media: radio, TV, regional and national press. We observe that a particular-

ity of this movement was the emergence of the CNT. But we are also the target of cops' provocations and attacks from the Parti Socialiste, which doesn't like to lose control of the situation (above all in universities).

CNT has grown stronger during this movement: it has had more affiliations, sections and contacts, and now has the support of many workers who previously knew nothing of our union.

Some characteristics of the movement:

1. The movement passed beyond the corporatist interests. This was generated by:
 - fear about children's future
 - workers have had enough of never-ending restrictions
2. More generally, we've assisted in some sympathetic initiatives:
 - solidarity with poor people
 - solidarity with homeless people (in Faculty of Jussieu, students invited them to sleep and eat in the great amphitheater)
 - solidarity with striking workers (people gave workers food, etc.)
3. The private sector wasn't really striking, but was sympathetic to the struggle of the public service workers.
4. The strike enabled people to meet each other: this pleasure was very popular and created a sympathetic environment... to show their strength, to meet themselves in streets, to be together (the main slogan was "Tous ensemble, tous ensemble!" "All together, all together!"), and especially to show that we exist (it was the start of class conscientization).

Some striking workers will receive less than a quarter of their salary for December. CNT organized a strike relief fund and asks for financial solidarity (Societe Generale 000 500 24 099, order to "CNT")

These strikes outran the "particular interests." We assisted in solidarity strikes. In all cases are we sure that there is now a conducive space for the CNT's ideals and for our syndicalism.

Benjamin Preciado
Bureau Confederal CNT

with it, if unionism remains what it is, that is to say in a large degree a movement of separate social partners in a revolutionary social project it will be impossible for the movement to go beyond the stage of confrontation and become truly self-organizing. Nothing is finished, as expected the bourgeoisie wish to put us back in our places and the victory of the workers will depend on their state of preparation. This is a struggle... and we must win it.

Laurent

“Why do we want a European Currency if it means losing our jobs?”

In what may be a mirror image of events in France 60,000 demonstrators took to the streets Dec. 13 bringing Brussels to a standstill. The demonstration was followed a week later by massive strikes in Belgium’s rail and air transport industries. Strikers were protesting pension cuts and layoffs as part of Belgium’s compliance with European Economic Community currency rules. The government has suspended existing collective agreements and imposed a 3-year wage freeze on workers.

Striking workers at Belgium’s national airline Sabena clashed with police at Brussels airport Dec. 19, adding to the chaos facing passengers after the carrier cancelled flights for the second day in a row. A crowd of about 2,000 jeering protesters threw stones, breaking glass doors of the recently opened airport terminal, as well as eggs and firecrackers as police barred them from entering the airport terminal. Police later turned water cannons on demonstrators, before rounding them up. They briefly detained almost 300 people.

Later that day Belgian unions decided to suspend further strikes until late January, but warned that they would take tougher steps then if their demands were not met.

The airport demonstration was joined by other public sector workers, all disgruntled with government spending cuts and fearing for their jobs and pensions. “The demonstration... with delegations from all parts of the country, private and public sector, reaffirmed the solidarity of workers with the fight of Sabena personnel,” a union statement said.

Rail transportation was paralyzed Dec. 18 by striking workers at the SNCB national railway company. Workers are protesting the SNCB board’s approval, without union consultation, of a 10-year restructuring plan which includes 70 billion Belgian francs (\$2.36 billion) in austerity measures and 8,500 job cuts.

Railway union leaders suspended the strike only after Belgian Transport Minister Michel Daerden told them the government would not decide on the plan for a few more weeks to make time for talks.

Korean Unionist Held for Organizing

Kwon Young-kil, President of the Korean Confederation of Trade Unions (KCTU), was arrested Nov. 23 for violating a law prohibiting “third-party intervention” (i.e. assisting organizing efforts at a plant where one is not employed). Some 300 KCTU leaders held an emergency rally Nov. 30 to demand his release and legal recognition of the KCTU. Kwon was put on the wanted list during the strike of the National Federation of Subway trade unions in June 1994. Despite its non-legal status, the KCTU claims 400,000 members.

May Day – We welcome contributions to a special section on workers’ culture planned for our May issue.

Canadian General Strike Hits Cuts

Some 40,000 workers in London, Ontario, struck Dec. 11th to protest planned cuts in social programs and labor rights. The strike shut down General Motors, 3M, Labatts, and Kelloggs plants in the city, as well as halting garbage collection and public transportation. In the aftermath of the strike, and amid plans for further strikes across the province, the provincial government announced that it would slow down efforts to pass its anti-labor program to allow time for public debate.

The strike was backed by the Canadian Union of Public Employees, the Ontario Public Service Employees Union and the Canadian Auto Workers, among others. Despite bitter cold, some 20,000 strikers marched down two of London’s main avenues, and rallied in the fairgrounds.

“The employers of this province and [premier] Harris say it’s okay for children to go hungry,” Gord Wilson of the Ontario Federation of Labour told protestors. “They say it’s okay for families not to have shelter, for workers to have to make minimum wage or less and work in unsafe conditions.... A measure of social violence we have never witnessed before is being perpetrated against the families of this province.”

Strikers pointed to the United States as an example of what might happen if the conservative government gets its way (low wages, weak unions, no health care), noting that the same companies dominated the economy on both sides of the border.

U.S. Rich-Poor Gap Widest In World

The United States has the widest gap between rich and poor of any of the world’s largest industrial countries, according to a report by the Organization for Economic Cooperation and Development. The OECD is a consortium of the world’s 25 wealthiest nations and aims to coordinate their economic policies.

The income of an American adult in the 90th percentile – who takes home more than 90% of all Americans – is 5.9 times the income of an adult in the 10th percentile. By comparison, in Finland a 90th percentile adult earns “only” 2.59 times as much as one in the 10th percentile.

The OECD survey covered the 1980s, but a Center on Budget and Policy Priorities study found that the trend toward increasing inequality has continued. The Center’s analysis of Census data for 1989-1994 found:

- Household income dropped for all groups except the richest.
- The bottom 40% received a record low of only 12.5% of income.
- The top 20% of households took in nearly half (49.1%) of income – a record high. The top 5% of household received 21.2% of income, another record high.
- The top 20% of households garnered four times as much income as the bottom 40%. Incomes of the poorest fifth of the population fell 7.5%; incomes of the second poorest fifth fell 7.6%; incomes of the middle fifth fell 6.3%; incomes of the next richest fifth rose 3.6%; and incomes of the richest 5% of the population increased 10.8%.

Immigrants Bolster Economy

“Immigrants contributed more to the public coffers in taxes than they drew out in welfare services ... Each year an average immigrant family put about \$2,500 into the pockets of natives from this excess of taxes over public costs.” This is the conclusion of a new study by the National Immigration Forum, an immigration-rights group, and the Cato Institute, a conservative think tank. It comes as Democrats and Republicans are working on new attacks against the rights of immigrant workers.

Union Rights for Nigeria

The British Committee of ICTUR, the International Centre for Trade Union Rights, condemned the widespread abuse of human and union rights in Nigeria at its Dec. 12 meeting and discussed the deportation to Nigeria of trade union member Abdul Onibayo, a legal resident in Britain for 31 years, and the proposed imminent deportation of his son Ade Onibayo. The following statement was adopted:

“The shocking judicial murder last month of Ken Saro-Wiwa and eight other pro-democracy campaigns in the Ogoni region of Nigeria reminded the world community of the continuing attack on human rights by the military regime. The massive economic involvement of the giant transnational Shell Oil Company in the Ogoni region and the continuing imprisonment of Nigerian oil workers union leaders is a clear indication that these events are of central importance to all sections of the international trade union movement. In Britain Shell has attacked trade union rights by withdrawing centralised bargaining arrangements.

In August last year ICTUR raised the alarm following the arrest of trade union leaders and the subsequent “nationalisation” of the Nigerian Congress of Labour when the government dismissed the elected leadership and simply appointed civil servants to replace them. Despite protests from unions around the world and undertakings given by the Nigerian government to permit the membership to elect a new trade union leadership the position remains unchanged. The Nigerian military regime reneged on its promises

Mersey Dockers...

continued from page 12

said: “We have shown the Mersey Docks and Harbour Company that the 500 men will not walk away from this fight. We know that the dock company financed their purchase of Medway ports through the sale of government shares. The dock company may have pressurised the workforce in Sheerness to come to Liverpool. We are well aware where the scab labour is coming from, but we hope that from today Sheerness workers will heed our views. We are asking them not to take any more food from our mouths. Most drivers bringing wagons to the port this morning took our leaflets. We hope they can all see the position the Mersey Docks and Harbour Company has forced us into. It was heartening to see that they are still good trade unionists in this country prepared to respect our picket lines and turn back. The 100 dockers were once again in breach of the anti-trade union laws which bound secondary picketing. We will continue to defy these laws until the 500 sacked men are reinstated...”

Port workers unions interested in participating in the conference should contact: Merseyside Port Shop Stewards, c/o T.G.W.U., Transport House, Islington, Liverpool L3 8EQ UK Tel: (+44) 151 207 3388, Fax: (+44) 151 298 1044

and several trade union leaders remain in prison, under house arrest or in exile.

The Shell Oil Company has both a responsibility and an opportunity to put pressure on the Nigerian authorities to respect human and trade union rights. So does the international community, particularly the United States and Britain who are the leading foreign investors with large trade arrangements with the Nigerian economy. All these levers must be used to persuade the Nigerian military regime to release all political prisoners and to call national elections during 1996 so that a civilian democratic government can be established in Nigeria.

Until these objectives are met we urge the international community to impose effective economic, political and sporting sanctions and for consumers to boycott Shell products until the company can demonstrate that it is prepared to work for the release of oil industry union leaders, to encourage the development of trade union rights in Shell operations, sub-contractors and suppliers, and to respect the natural environment of the Ogoni region.

Britain has a particular responsibility with high economic interests and historical links with Nigeria. By treating asylum seekers from Nigeria as “economic refugees” and by deporting on technicalities members of the Onibayo family, the British Government is sending all the wrong messages to the Nigerian regime, as well as abusing the human rights and putting at risk the lives of those involved. No deportations should be made until progress towards civilian government is clearly established and the shameful opportunism involved in exploiting technicalities to destroy the rights of the Onibayo family should be reviewed...”

Talking Green at the Workplace

A pilot project in the Philippines is trying to find room for “green” causes in bargaining union contracts. Three of San Miguel Corp.’s beer breweries agreed to environmental clauses in new contracts covering 2,000 employees.

This marked the first time a “green clause” was written into a formal labor-management accord in the Philippines, though similar provisions have found their way into labour agreements in Asian countries like Singapore and Hong Kong.

One San Miguel contract has the company, union and workers expressing commitment to environmental protection and to “actively contribute in creating and nurturing an environment and that is clean, thriving and conducive to health and safety.” Another has the labor-management council of a San Miguel brewery propose and oversee implementation of measures on environmental management, health and safety, emission control and “efficient consumption of resources.”

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"How can we hire people ... who have publically stated they're willing to strike?"

Yale Union-Busting

continued from page 12

ing to withhold letters of recommendation from strike participants and to lock-out participants from jobs they have been promised for the spring semester. Many Yale faculty have backed the administration's threats and refusal to negotiate. "How can we hire people ... who have publically stated they're willing to strike?" asked English Department chair Linda Peterson.

The administration is also trying to divide the union, offering to meet individually with teaching assistants to discuss pay, class size, health insurance benefits and grievance procedures that led to the union organizing drive.

However, the number of people participating in the strike kept growing. Many major lecture courses were completely shut down, and while many TAs are nervous about potential reprisals, all but a few are holding strong.

Not even GESO's one-day and three-day walkouts provoked the kind of crack-down sparked by the grade strike. Graduate students still shell-shocked at the prospect of ruined academic careers stood up at a GESO rally to tell personal stories of threats by the university to destroy their academic careers. GESO activist Michele Janette recently learned that a Yale administrator included discussion of her union activities in a confidential letter of recommendation to other universities. In the letter, he praised her skills as a teacher and students but said she was a "poor listener" on union issues and showed "questionable judgment" in her GESO activities.

The TAs have received hundreds of letters, faxes and e-mails from academics across globe, including from the IWW's Education Workers Industrial Union 620. This support has been crucial not only to the morale of strikers, but also in letting the administration know that their actions are accountable to a wider audience.

The General Business Meeting of the American Historical Association, meeting Jan. 6 in its annual conference in Atlanta, overwhelmingly approved a statement: "condemn[ing] Yale's use of academic disciplinary hearings, the threat of expulsion, and the banning of strike participants from future TA positions, as responses to the current Yale strike. We urge the Yale administration to avoid the use of such academic reprisals against strike participants." The American Association of University Professors has urged Yale to recognize the union, and the Modern Language Association has condemned Yale's reprisals against union activists.

However, Yale administrators have received support from other administrators facing unionizing drives on their campuses. Unions represent TAs and other graduate employees at nine large public universities, and organizing drives are underway at several others (including an IWW campaign at the University of Hawaii). Richard Attiyeh, dean of the graduate school at the University of California at San Diego, where TAs staged a two-day strike last spring, fears that "If the unions can win at Yale, they'll feel that an aggressive stance at other institutions will pay off." Attiyeh has extensive experience dealing with aggressive stances, having been a CIA researcher specializing in economic destabilization before going into academic administration.

As this issue goes to press a strike vote is pending and the trial of union activists continues. Those on email are encouraged

It Can Be Done

On Strike For Respect: The Clerical and Technical Workers' Strike at Yale University, 1984-85, by Toni Gilpin, Gary Isaac, Dan Letwin and Jack McKivigan. University of Illinois Press, 1995.

They did what the pundits said couldn't be done – win a strike during the height of Reaganite union-busting in America. It was not an easy struggle. Yale University, a supposed citadel of liberalism, hired union-busting attorneys and tried to starve out the workers. In spite of this the workers prevailed. The keys to success were rank-and-file participation and community support. The authors make clear that very little the local did was innovative, it had all been done before by the IWW and other radical labor movements in this country.

Unfortunately, after all was said and done, the radicals responsible for the drive helped organize workers into HERE, the Hotel and Restaurant Employees Union, one of the more corrupt and gangster-ridden unions in the AFL-CIO. Their reasoning seems to have been that "any union is better than none," and HERE was already on campus and willing to give money. The organizers even helped whitewash the corrupt leadership of the union to the clericals out of fear that the truth would help management defeat the strike, a process the authors refer to as "inoculation."

Although the AFL-CIO needs rebels to keep it going in hard times, the reverse is not necessarily true. If instead of paying lip service to the radical traditions of the American labor movement, modern labor organizers helped organize radical labor unions, both corrupt union leaders and the bosses could be dumped off workers' backs.

B. Salt

(reprinted from *Education Workers Organizing Bulletin*, EWIU620 - IWW)

High-Tech Lies

I have mixed feelings about the technological revolution. For example, making doodles on the Crayola Art Studio software is a blast, provided I remember to turn off the sound. (I'd advise turning off the advertisements and the theme music as well.) On the other hand, I was doing research in the Microsoft Encarta encyclopedia (by Funk and Wagnalls Corp.) and stumbled upon an

entry describing the I.W.W. that made me realize I had unwittingly invited my enemies into the sanctuary of my humble apartment. Egad!

This software comes with the standard licensing agreement prohibiting unauthorized reproduction of the contents, in part or in their entirety. Frankly, I wouldn't care to ruin anyone's day by thrusting such misrepresentations under their nose(s). I did think it advisable to give a word of warning on the subject, however, so here goes.

The most jarring phrase in the entry occurs in the first sentence: "Industrial Workers of the World (I.W.W.), former American industrial union." To paraphrase Samuel Clemens, "The rumors of our demise are greatly exaggerated." I propose that we make ourselves known to the authors of this statement.

Perhaps the intent of the authors is made more clearly in the concluding sentence. "Thereafter, the I.W.W. ceased to play a prominent role in the labor movement, and was dispersed." (post World War I) This would appear to be a more accurate statement. Still, they need not rub our noses in it, particularly when we have shelled out the fruits of our labors to purchase such humiliation.

The reader might be interested to learn that the I.W.W. has "abandoned the direct action policy..." in favor of "more indirect political means such as arbitration and collective bargaining." At best, this is not even half the story. At worst it is a lie.

And then there are *damned lies*. For example, "at the peak of its strength in 1912" the I.W.W. had "a membership of about 10,000." In F.W. Thompson's excellent history, *The I.W.W. Its First Fifty Years*, the reader will find an average paid-up membership of 18,387 for 1912. Considering the transitory nature of I.W.W. membership throughout this era, F.W. Thompson claims double or quadruple this figure at any point in time for 1912-1913. Remember, these were the years of Lawrence, Paterson and Akron. It may be that 1912 was the peak of I.W.W. strength, whatever that may mean; but average paid-up I.W.W. membership reached 35,000 in 1916 and peaked in 1923 at 40,000.

Interestingly, if Encarta users cross-reference the suggestion for further reading,

'Trade Unions in the United States,' they will find a paragraph under the sub-heading 'Industrial Expansion' the claim, "The I.W.W. never had more than 100,000 members." Perhaps one of these figures is a typographical error, or perhaps Mr. Kaufman and the editors of Funk and Wagnalls should compare notes. I would give them both F.W. Thompson's book as a suggestion for further reading.

Furthermore, we are accused of carrying out strikes that were "violent on both sides..." among these are mentioned "Gold-

Reviews

field, Nevada (1906-07) ...Lawrence, Massachusetts (1912) ...and Paterson, New Jersey (1913)..." To point out that none of these charges of I.W.W. violence have ever been proved, would belabor the obvious.

Joyce L. Kornbluh, in her wonderful book *Rebel Voices: An I.W.W. Anthology*, explains that both the Lawrence and Paterson strikes were models of civil disobedience unparalleled in their day. (M.R. Preston was convicted of killing a boss during the Goldfield strike. Preston was picketing a restaurant owned by a Mr. Silva, who brandished a gun and advanced 25 feet, threatening to shoot, when Preston shot in self-defense. The parole board that belatedly released F.W. Smith, an I.W.W. delegate convicted of conspiracy charges along with Preston, said there was no evidence of conspiracy.) Recall that this was the age of yellow journalism and vigilante justice. These unfounded charges of I.W.W. violence must be viewed against a backdrop of bloody massacres at Walsenburg, Colorado (1928), Everett, Washington (1916) and Centralia, Washington (1918); just to mention three among many.

Among the reasons cited by Funk and Wagnalls for the post World War I decline of the I.W.W. is "the action of many I.W.W. members in joining the American Communist party after its formation (1919-21)..." It is true that Elizabeth Gurley Flynn eventually became Chairperson of the C.P.U.S.A. in 1961, long after her connections with the I.W.W. were severed.

Certainly there is a Marxian (or at least socialist) aspect to the Preamble of the Industrial Workers of the World. Both Kornbluh and Thompson admit that some Wobblies were attracted by the Bolshevik revolution, but both downplay the impact on declining membership. The implication that communism is synonymous with syndicalism, or industrial unionism and industrial democracy, is typical of the short-sightedness of a reactionary temperament. As the song says: "You ain't been doing nothin' if you ain't been called a red."

But enough of this nonsense already. There has been a lot of complaining about

Tips for Investing

If a company takes away their workers' health insurance, things are definitely on the upswing. See how many thousands of workers a company lays off and how many broken homes and alcoholics they've left behind – this is a sign of good times ahead. Check how much money has been channeled from programs for the needy to a company. A couple thousand vagrants frozen to death this winter could really pick things up.

When investing globally, check the country the business is operating in. See how much tear gas and riot gear they have. If they have lots, it could mean a good return on investment. If they periodically bump off a labor organizer, you've hit the jackpot. Check toxins dumped, work-related illnesses, square miles of rainforest cleared. These indicate growth.

Joe Randell, *New Unionist*

Rodeo Riders Consider Union

Rodeo Riders are trying to form a union after being defeated in their efforts to take control over the Professional Rodeo Cowboys Association, which is dominated by contractors and rodeo bosses. "If you get your leg broke, you have no way to support your family after you've given it your whole life," says Tom Reeves, a saddle bronc rider from Stephenville, Texas. Rodeo riders want more money, insurance, and a retirement plan.

Rodeo rider earnings range wildly, with many earning practically nothing, and a handful earning more than \$100,000 a year. Riders rely on prize money for the bulk of their earnings, but put up 52 percent of the prize money themselves as entry fees.

A task force on unionization was scheduled to present its recommendations in January to riders during the National Western Rodeo meet in Denver. This would be the first union in the field since IWW organizers attempted to organize the bronco busters 80 years ago.

to write Yale President Levin (richard.levin@yale.edu). Copies can be sent to the union at glafer@aol.com Contributions to the union's hardship fund can be sent to GESO at 425 College St., New Haven CT 06511.

Unemployed?

continued from page 12

Almost unlimited are the ways people can use the IWW to organize better economic conditions on a collective-democratic basis. The only limitation is, that it must be truly democratic with equal sharing of decision making powers among members, as the IWW constitution provides.

The IWW is designed to eliminate hierarchy or *class* relations from the production of economic life. The equality of unemployed and employed members is reflected in the sliding dues scale.

Unemployed, Employed, working waged, working unpaid, salaried, welfare, all are welcome on an equal basis as members in the Industrial Workers of the World!

— CLM/Ottawa

Slash & Burn

AT&T announced Jan. 2 that it would cut 40,000 of its 300,000 jobs over the next year, on top of 75,000 jobs slashed over the last dozen years. The cuts are part of a restructuring in which the phone giant is dividing itself into three companies. While workers have paid a heavy price to make and keep AT&T one of the most profitable companies in the world, the stock market has welcomed the restructuring. AT&T stock prices rose nearly \$3 a share on the day the layoffs were announced.

charges and countercharges in the current Republicrat hatdance. We ought not to stoop so low ourselves. I think we're big enough to take these insinuations in stride. After all, what might we expect from four paragraphs in a Funk and Wagnalls encyclopedia? Certainly not the unfathomable contingency of complex historical interpretation. It is enough to know who we are and content ourselves with that knowledge. (One last word, regarding I.W.W. membership; I am reminded of the popular adage, "It's not the size that counts but how you use it.")

— Mitch Neher, X341844
(Send comments for Encarta to: Microsoft, Encarta '95 Program Manager, Consumer Division, One Microsoft Way, Redmond WA 98052-6399 or by e-mail: mswish@microsoft.com)

Greenpeace Backs Dolphin Slaughter

Greenpeace, the National Wildlife Federation and the Environmental Defense Fund are among the organizations backing a Clinton administration plan to lift the U.S. ban on dolphin killing by American tuna boats. Under the Marine Mammal Protection Act U.S. fishermen have eliminated the killing of dolphins. If (when) ratified by Congress, the Panama Declaration will allow U.S. tuna boats to resume killing a specified number of dolphins (60 per year, or a total of 1,200 a year to start) while setting setting giant drift nets on dolphins. The resulting fish would be labelled "dolphin safe" despite the inevitable massacre of dolphins.

Greenpeace and other supporters of the deal claim that it would actually protect dolphins by extending the new, weaker regulations to Latin American vessels. However, the plan has no real enforcement mechanism, and would weaken standards already being honored by a majority of tuna companies around the world.

Greenpeace has at best a spotty record on dolphin protection. It opposed boycotts of tuna from dolphin-killing companies, and was forced to pay \$300,000 to a dolphin activist for stealing a film he made documenting dolphin killing, placing their name on the film, and circulating the altered version. (information from Sea Sheperd Conservation Society)

T-SHIRTS

Sabo-Cat, Wobbly

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Film Workers (worker stepping over Hollywood sign), **One Big Union** \$10 Red shirts, black print. Button: **Don't Whine - Organize** Film Workers Organizing Committee IU 630. \$1. Los Angeles GMB, 1748 Clinton St., LA CA 90026. Ask for list of books about the IWW. 213-353-9885.

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Sab-Cat \$8. Lehigh Valley Branch, PO Box 4133, Bethlehem PA 18018.

I'm A Little Wobbly Red with black kitten (childrens sizes 11-12 & 14-16 only) \$8. **The Hand That Will Rule the World - One Big Union** Grey pocket-t, IWW on pocket, workers with fist on back. \$15. **An Injury To One Is An Injury To All** Navy pocket-t, SLC branch seal on pocket, sab cat on back \$15. **Joe Hill** White t with picture by FW Cortez \$10. **Employing Class** Red sabo cat t-shirt \$10. Please add \$5 for postage/handling. Salt Lake IWW, PO Box 520514, Salt Lake City, UT 84152-0514 **IWW "Wings"** 3" wide bullion pin, IWW Globe surrounded by sabots. \$10. POB 8882, Baltimore MD 21224-0882.

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Workers Guide to Direct Action. Workers Guide to Organizing \$2.95 each. Lehigh Branch. Ask for catalog
Workers Guide to Direct Action 75¢ Collective Bargaining Manual \$2.50. New York GMB, RD 1 Box 158-B, Hartwick NY 13348
The Objectives of Anarcho-Syndicalism by Rudolf Rocker. \$1.
Shopfloor Struggles of American Workers by Martin Glaberman 50 cents. Ask for catalogue. Philadelphia GMB, 4722 Baltimore Ave., Philadelphia PA 19143
Video: Resistance, Sabotage & Music \$21.50. Puget Sound Branch, POB 20752, Seattle WA 98102

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Canadian Songbook \$5. **36th Edition Little Red Songbook** \$10. Toronto Branch, c/o J. Dymny, 11 Andrews Ave., Toronto ONT M6J 1S2
British Isles - a selection of IWW literature is available from F. Lee, IWW, 75 Humberstone Gate, Leicester LE1 1WB, as is the magazine *Burning Fuse* £1
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The Road to Rebellion, Class Formation and Kansas Populism, 1865-1900 by Scott McNall, U of Chicago Press, pub'd \$49.95, now \$20 \$16 after discount. **The Farmers' Alliance & Peoples' Party** seizure of state power. **RAW, High Culture for Lowbrows** Art Spiegelman & Francoise Mouly, eds., Penguin, 267 pp., \$10 \$8 after discount. Twisted comix by leading artists.

X, Pictures by Sue Coe by Coe and Judith Moore, New Press, 20 pp., color, \$5 \$4 after discount. Political art for the unsqueamish chronicling the life and times of Malcolm X.

Year One of the Russian Revolution by Victor Serge, Bookmarks, 456 pp. pub'd at \$24.75, now \$12 \$9.60 after discount. Blow-by-blow account by an anarchist who went there.

1996 "Solidarity Forever" IWW Labor History Calendar. \$8.50 \$6.80 after discount.

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Waterfront Workers of New Orleans: Race, Class and Politics, 1863-1923 by Eric Arnesen, Oxford U Press, hard, 353 pp., pub'd at \$45, \$20,

all factions of the governing class.

Hard Rock Epic, Western Miners and the Industrial Revolution, 1860-1910 by Mark Wyman, U of CA Press, 331 pp., \$13 \$10.40 after discount. Sympathetic account of Western miners' struggles, including WFM and IWW.

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Posties Fight Back...

temporary workers, etc.).

The union's most recent conference forced the executive to agree to ballot for a national strike if the GPO hadn't withdrawn these proposals by the end of January. It is debatable whether the executive were planning to follow through on this. However, on 20th November, events took a turn which may well force their hand, when a local dispute led to 6,000 posties in Scotland coming out on an unofficial strike which stopped all deliveries for nearly a week.

The flare-up began in Edinburgh when management tried to impose new "flexible" work patterns on a small sorting office. The posties there immediately walked out, and within days (as management tried to move mail to other offices, who refused to handle it) the whole country was in the grip of the biggest unofficial strike since the '70s. At mass meetings the union officials were booed for recommending a return to work, although it has to be said that if they had done otherwise they would simply have had the union's funds sequestered. On previous occasions they have even secretly encouraged this kind of thing for the TV cameras, as it gives them more leverage when negotiating with management.

A decision to return to work was agreed by a series of mass meetings on the 26th. This was accepted on the basis that management will not try to implement new conditions before the end of January, and in the mean time will enter into negotiations as to how, or if, this will be done.

And there's the rub – the union bureau-

crats will want to limit any resistance to just getting a few changes in how the new conditions are introduced. However, they will now be looking over their shoulders at a workforce which has realised its strength and found a new confidence in its ability to push for genuine resistance to any attempt to erode their working conditions.

More confrontations seem likely. Where the union bureaucrats will stand is as yet unknown, but whatever concessions they do get out of management will have nothing to do with their feeble scheming (e.g. lobbying Tory MPs) and everything to do with the willingness of ordinary posties to say "This far and no further, No Postaran!"

The General Situation: Since the introduction of anti-strike laws in the '80s, the official union structures have increasingly been by-passed by British workers when they need to take on their bosses. Despite certain bureaucrats claiming that they would defy the law ("even if that means we have to run the union from a phone box" in one case), they have always given in as soon as they were threatened with the law. There is no chance of these laws being repealed, even if the Labour Party does get elected, so the future of class struggle in Britain may well come to resemble the struggles which took place at the start of the century, when bitter unofficial strikes and sabotage were

the only options available to our side in the class struggle. This could eventually be a positive development, if it led to unions being run by part-time officials whose interests were the same as the workers they represented, rather than full-time bureaucrats whose first priority is always to protect the union funds which pay their salaries.

— Mick Parkin, Glasgow

Solidarity Aids UK Dockworkers

Solidarity action by US longshoremen has brought about an important step forward in the fight of 500 locked-out Mersey dockers to return to their jobs after they were locked-out in retaliation for a brief strike in solidarity with fellow workers who refused to work unpaid overtime (see November IW). For four days, longshoremen in Newark, New Jersey, refused to cross a picket line of three dockworkers from Liverpool in front of an Atlantic Container Line ship, Atlantic Companion. ACL is a major user of the Liverpool port. Similar action was planned against a second ACL ship due into Newark, Atlantic Cartier.

At first, ACL and the New York Shipping Association went to court to get an injunction against the longshoremen to force them to cross the picket. However, when it became clear that the court action was provoking the possibility of an all out strike,

ACL decided to meet the International Longshoremen's Association (which did not officially back the picket) in an attempt to settle out of court.

To get their ships unloaded ACL agreed to issue a public statement to the Mersey Docks and Harbour Board calling for a "quick solution" to the lockout and threatening to permanently switch their loading and unloading in Britain to another port if the dispute was not settled by January 15.

The move by ACL, the largest container line to call at the northwest England port, represents a major victory for the dockworkers who lost their jobs last October after taking industrial action in support of another group of dockworkers.

The ACL statement reflects the impatience of a number of shipping lines against the MD&HB. When the dispute began, they were promised by the company that it would be over in just a few weeks. Instead they are being faced with solidarity action by dockers throughout the world. Besides the US longshoremen, dockers in Montreal, Canada, Sydney, Australia and Bilbao, Spain have taken action against shipping lines using Mersey docks.

Other major shipping lines using the port are ABC line, Canada Maritime and Morline, the former Soviet shipping line. The dockers are now planning to step up international action against these and other Mersey port users. They are planning to call a world wide day of action against all shipping lines using the port and are appealing to dockers' unions throughout the world to send delegates to an international conference in Liverpool 17-23 February.

The Liverpool dockworkers have a long history of supporting other campaigns, having honored Greenpeace pickets of their vessels and having refused to handle nuclear waste from a contract proposed between Mersey Docks & Harbour Company and Japan. Goods were refused from South Africa and Namibia when they were ruled by apartheid, and from Chile when thousands of workers and students were imprisoned and put to death by the dictatorship.

Fireworks lit the Kent sky before dawn Jan. 10 as 100 sacked Liverpool dockers marched behind their banner then stood their ground in front of the gates of the port of Sheerness, this morning. Two coach loads had travelled through the night from Liverpool. Blowing their whistles and leafleting the traffic, the dockers turned back several lorries while two huge car transporters remained inside the port, refusing to cross the picket line. The port of Sheerness is 100% owned by the Mersey Docks and Harbour Company through Medway Ports Ltd and Medway dockers have been recruited to replace the sacked Liverpool men. Sheerness handles trade from Flushing (Vlissingen) in the Netherlands and a delegation of Liverpool dockers plans to visit the continent to appeal for solidarity.

Mersey port Shop Steward Bob Ritchie
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Yale Blacklists, Fires TA Unionists

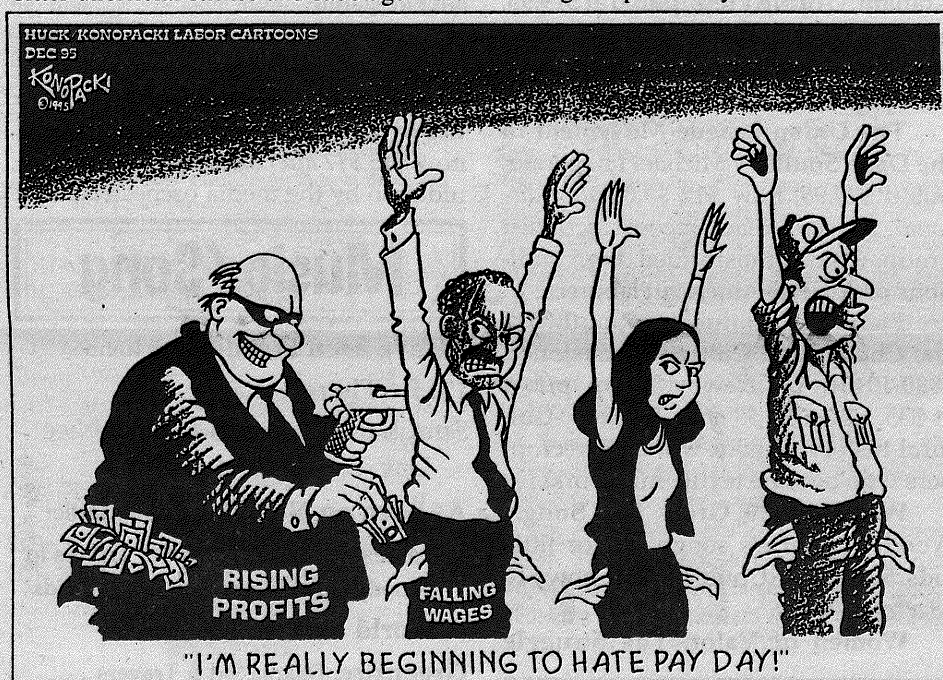
Officials at Yale University have fired one union activist and threaten to permanently replace all union supporters if they do not abandon a grade strike intended to force administrators to open negotiations with the union representing graduate students employed as part-time faculty and teaching assistants. Disciplinary charges are pending against two other union activists. Some 120 union supporters were arrested Jan. 10 at Yale University for blocking a street to protest the university's treatment of graduate student teachers. The arrests followed a rally outside the Graduate Studies hall by hundreds of graduate employees, faculty and other supporters to protest the kangaroo-court proceedings.

Some 240 teaching assistants have supported the grade strike, in which they continued to meet classes and grade students' work, but refuse to turn those grades in to the administration until it agrees to set up a meeting with the union. Last semester, nearly 600 graduate students helped teach undergraduate classes at Yale.

Yale has bitterly opposed the Graduate Employees and Student Organization's five-year campaign to organize teaching assistants, refusing to recognize the union and reneging on promises made to end two short protest strikes. GESO says the grade strike is the least disruptive action they could have chosen – classes continue as usual, students discover their grades over the phone rather than on paper, and the grades will be handed over from the files at the union offices the moment the Yale administration agrees to at least set up a meeting with GESO officials.

However, University administrators responded by threatening to fire any TA who participates in the strike, ordering faculty to assign grades (even though many have not seen student work), and beginning a blacklist intended to prevent strike supporters from ever finding work in academia. Graduate School Dean Thomas Appelquist sent a memo to graduate teachers threaten-

continued on page 10



Q: What is the status of the unemployed in the IWW?

A: Unemployed and unpaid workers are equal in the IWW with wage and salary workers. The IWW is a revolutionary program for the whole working class. It will only succeed with the willing hands of people in every sector and every land.

The fellow workers who have wage and salary jobs have one basic goal: to win more benefits and more control over the job. The unemployed and unpaid workers have the same basic goal: to obtain better economic conditions and more choices in their work life. Each group chooses the most practical methods available to them.

The Industrial Union structure helps to organize work and economic life by putting people together according to their type of productive activity. Recyclers organize the work of recycling, and they organize negotiations for their paycheque and economic benefits. Teachers organize teaching, as well as the negotiation of pay and benefits.

Students, too, can use the IWW to organize both the conditions of education, and the vital co-op support services students need, as well as to be a vehicle to pressure for educational funding.

The laid-off worker, unable to find wage employment in their skill areas, due to high built-in unemployment in the modern capitalist economy (9%+), either pursue training of new skills, which the union could help with – the IWW does not currently provide

job-skill training, but members could organize them – or she may use her skills in a 'volunteer' community service and depend on welfare income and community support networks. A third option is forming a co-op with other workers.

Some unemployed members may wish to stick with the Industrial Union of their previous job. Some change over to the industrial sector they are going to school for. Still others form special Unemployed Worker Unions as part of the IWW.

continued on page 10

Be a Wobbly — Join the IWW...

Real Democracy! All policy decisions are made by referendum. The IWW has just one (modestly) paid officer, the General Secretary-Treasurer. The 7-member General Executive Board is elected annually by the entire membership. All officers may be recalled by referendum. IWW workplaces and branches make their own decisions about bargaining and strategy.

To Join mail this form with a check or money order for initiation and first month's dues to IWW, 103 West Michigan Ave., Ypsilanti MI 48197, or contact your local delegate. **Dues:** Monthly income under \$800: \$5 per month; Income \$800-1700: \$9 monthly; Over \$1700: Dues \$12. Initiation Fee is same as one month's dues. A low-income worker can join for as little as \$10.00

- ☐ I affirm that I am a worker, and that I am not an employer.
- ☐ I agree to abide by the IWW constitution and regulations.
- ☐ I will study its principles and make myself acquainted with its purposes.

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